Ministry of Human Resources
Workforce Profile Response Rate Report
For the Survey Period July 1997 to January 1998

	Number
Total number to be surveyed	132
New Method (home mailout):	
Number to be surveyed	132
Not able to distribute	5
Returned	113
-- return rate*	89.0
Old Method (distribution through ministries):	
Number to be surveyed	0
Not able to distribute	0
Returned	0
-- return rate*	0.0
Total Returns, both methods	113
-- return rate*	89.0%
Returned but non-response	1
Returned but spoiled	0
Returned with response	112
-- response rate*	88.2%

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PRODUCED BY: BC STATS, Labour and Social Statistics Section.
April 24, 1998

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WORKFORCE PROFILE

Executive Summary

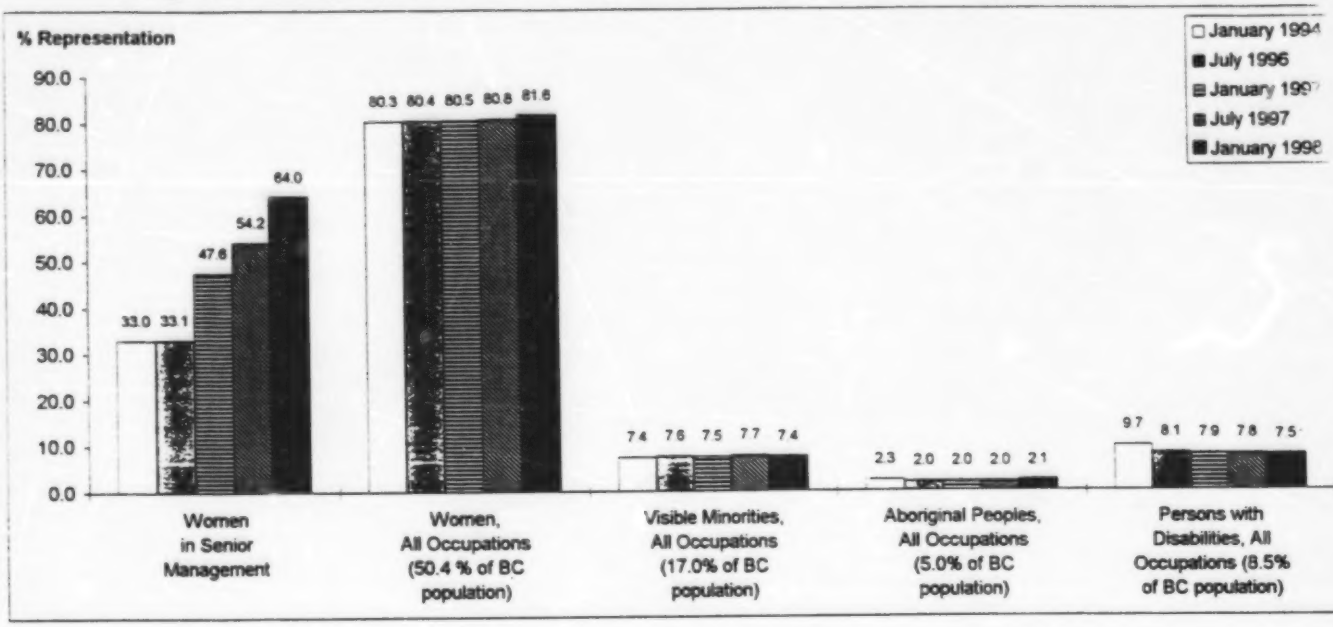
for

Ministry of Human Resources

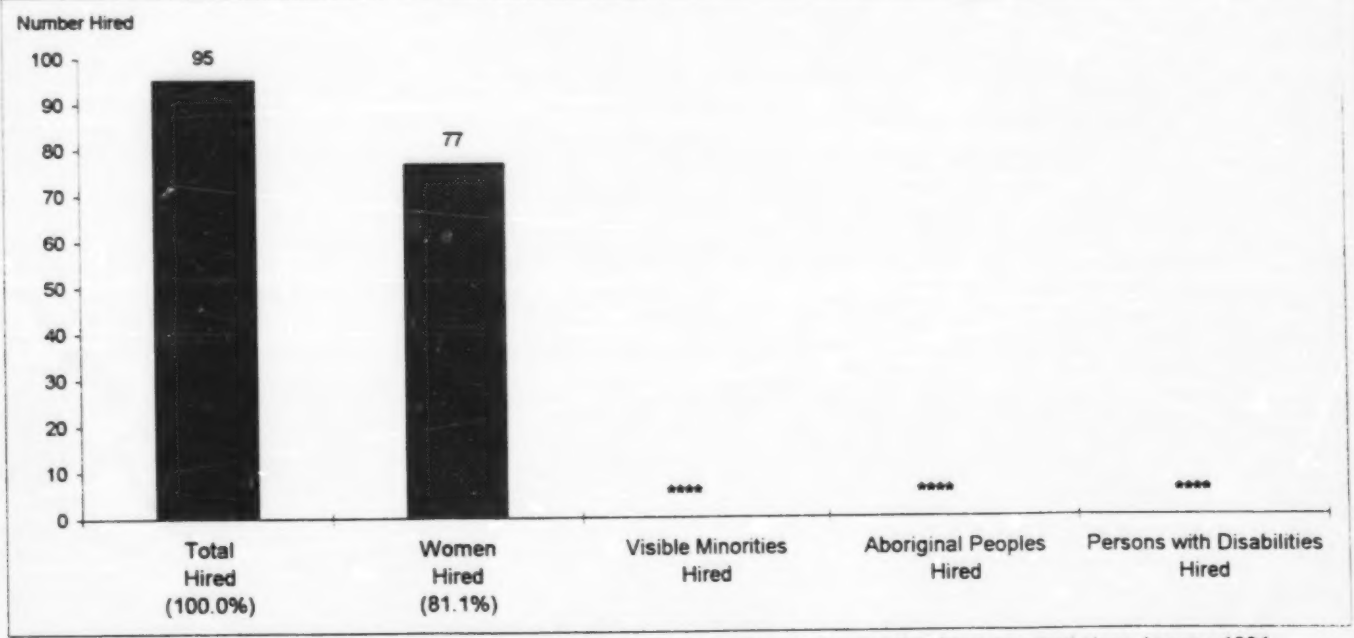
As at January 1998

Ministry of Human Resources
Indicators of Progress

Regular Employees -- % Representation by Designated Group



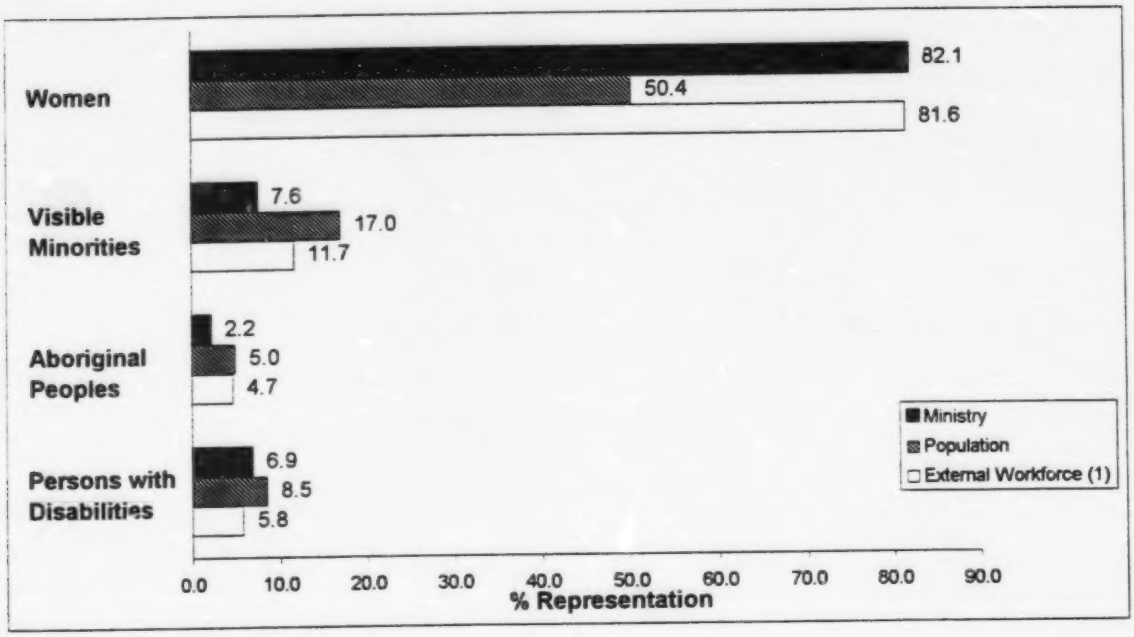
Hiring of Regulars (New + Conversions to Regular)
July 1997 to January 1998

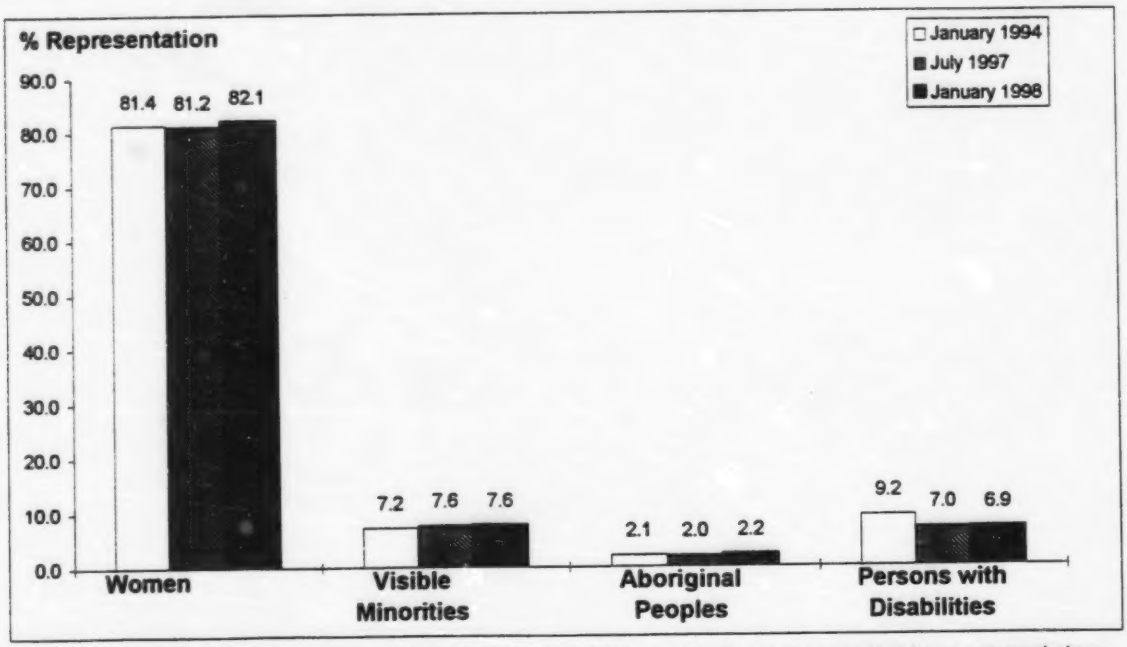


NOTE: Some historical data have been adjusted in order to reflect organizational changes that have occurred since January 1994. Where adjustments have been made, representation rates may not match historical reports.

**** Data suppressed (fewer than 3 people).

Ministry of Human Resources
Workforce Profile as at January 1998

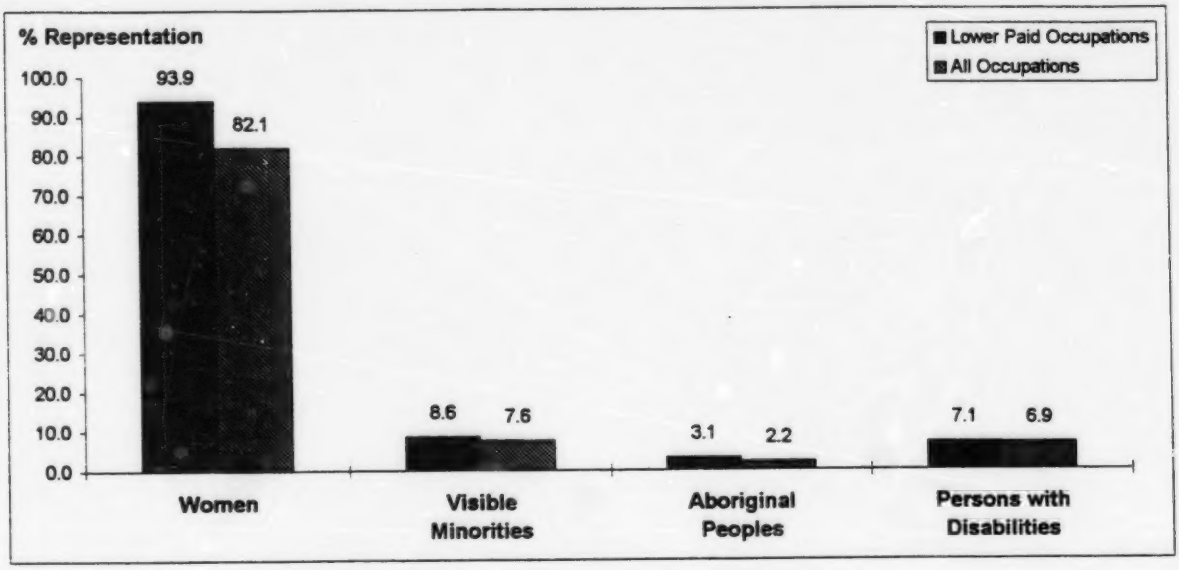




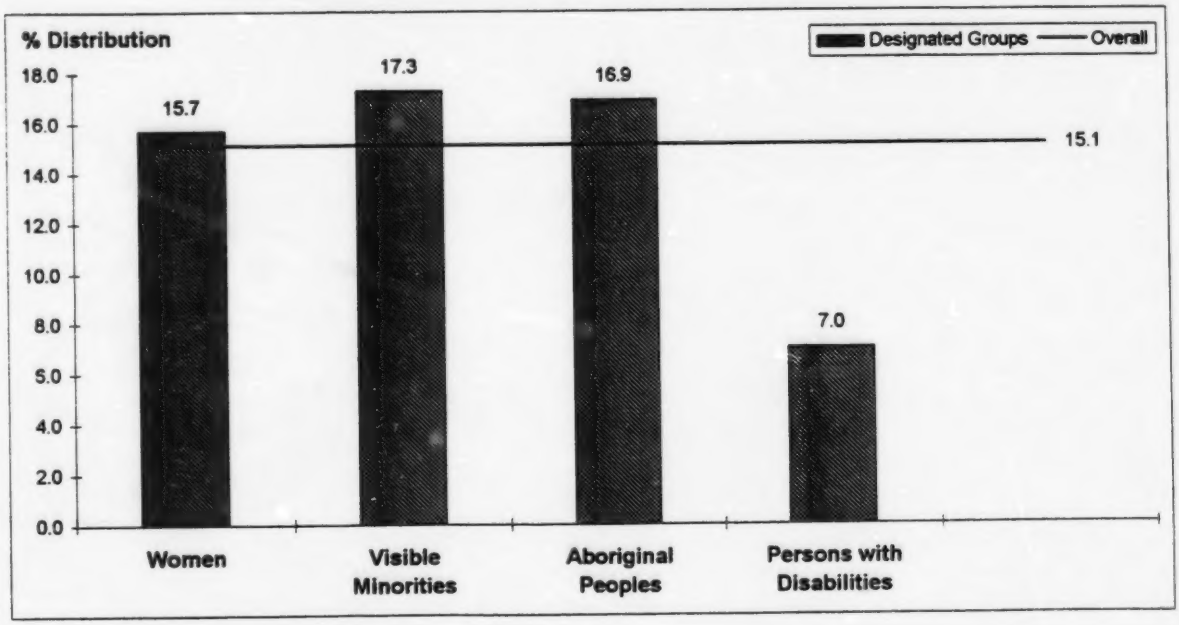
NOTE: Some historical data have been adjusted in order to reflect organizational changes that have occurred since January 1994. Where adjustments have been made, representation rates may not match historical reports.

(1) External workforce reflects the occupational and geographic distribution of the ministry.

Ministry of Human Resources
Representation in Ministry
As at January 1998
Lower Paid Occupations Compared to Overall



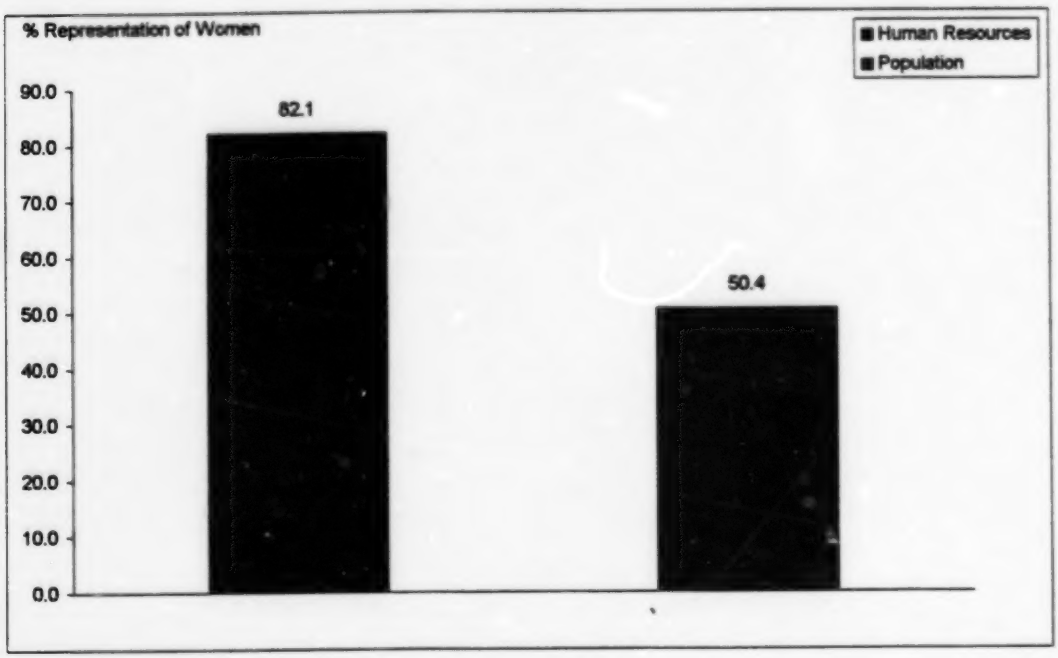
Auxiliaries as % of Total Empioyees



WORKFORCE PROFILE

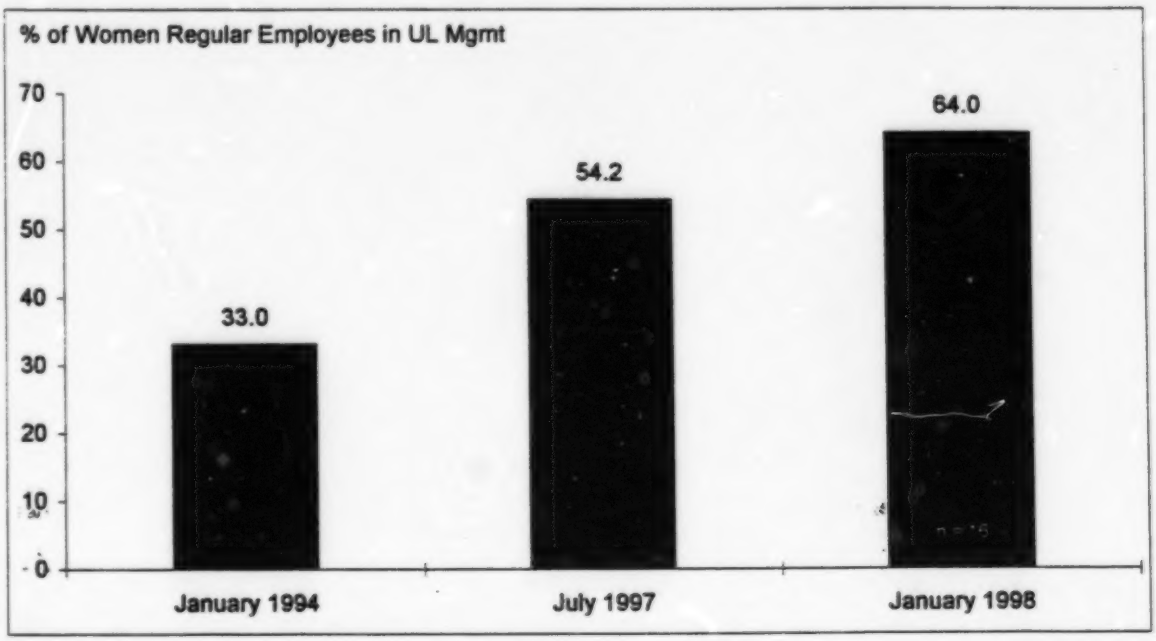
Representation of Women

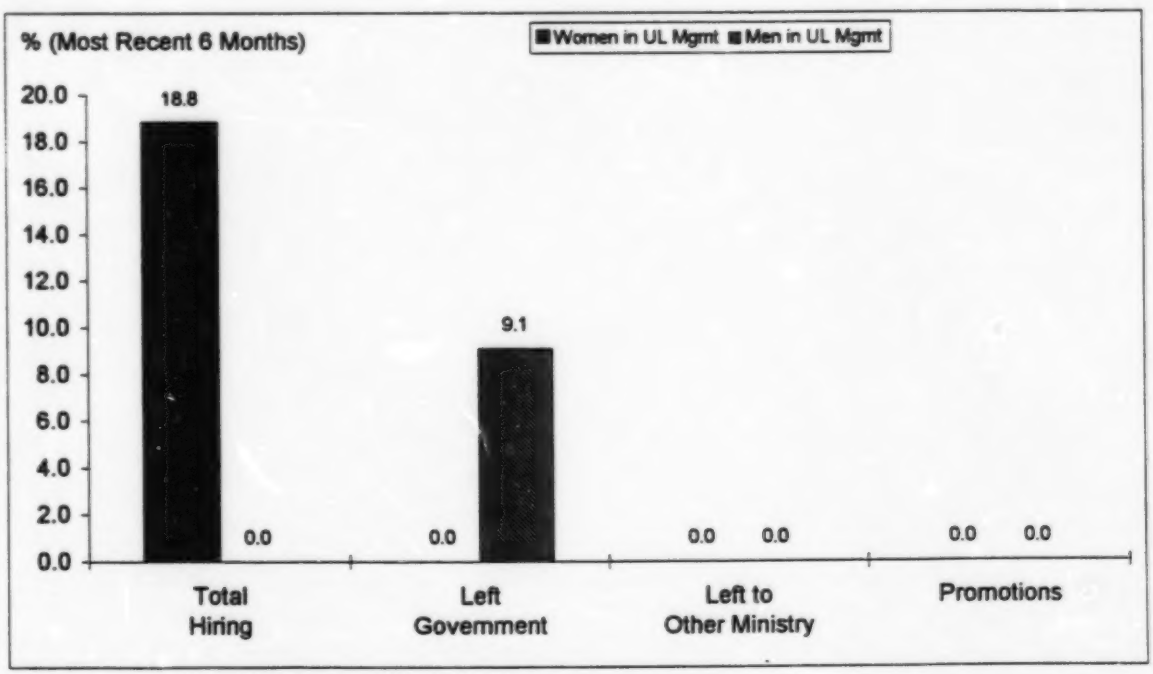
Ministry of Human Resources



As at January 1998

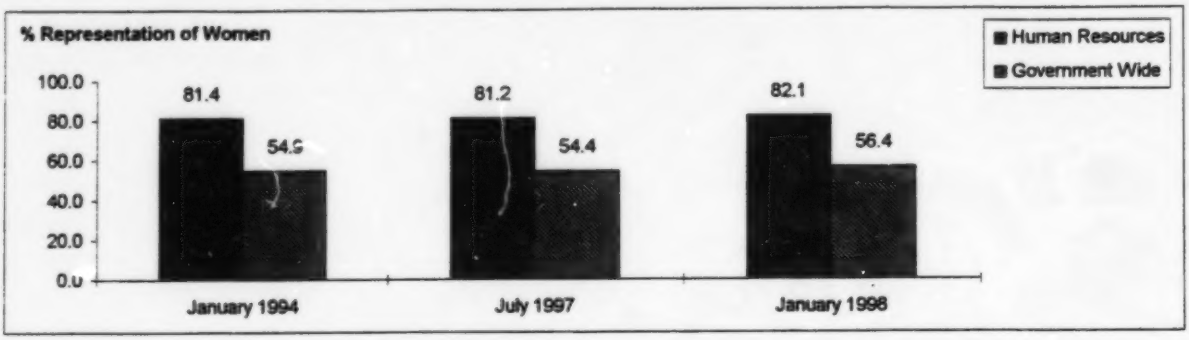
Women in Upper Level Management
Indicators of Progress
Ministry of Human Resources
Between January 1994 and January 1998





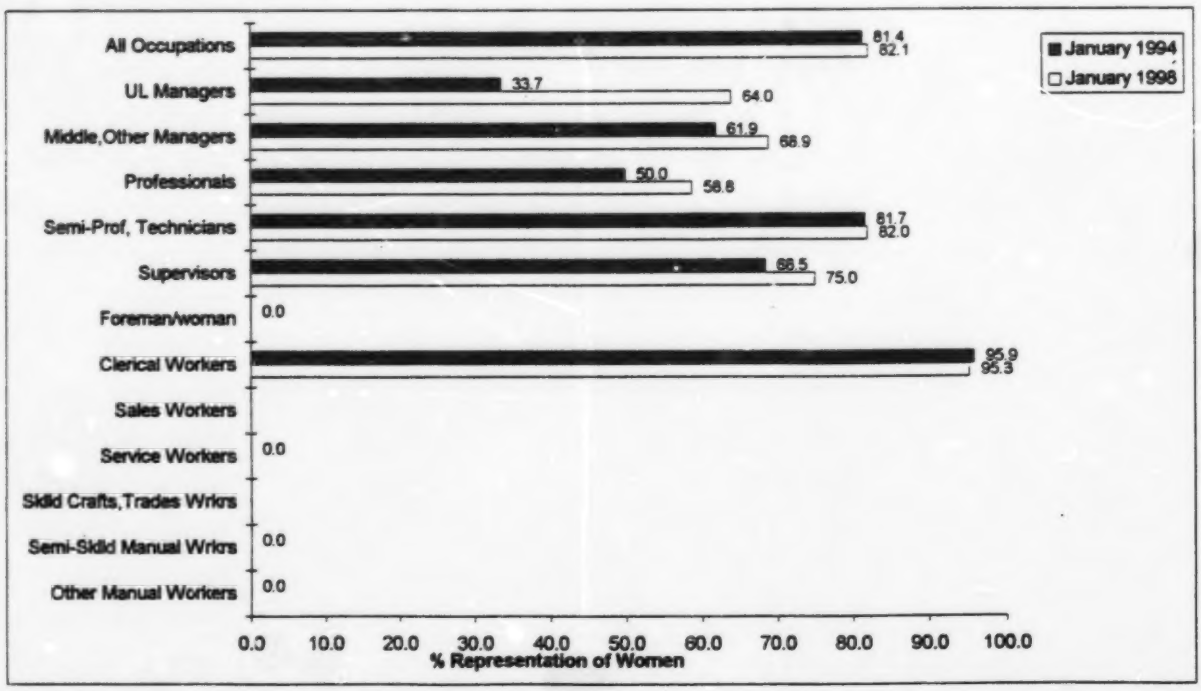
NOTES: 1. Regular employees only.
2. Some historical data have been adjusted in order to reflect organizational changes that have occurred since January 1994. Where adjustments have been made, representation rates may not match historical reports.

Ministry of Human Resources
Representation of Women



% Representation of Women

Occupation	January 1994	July 1997	January 1998	Change January 94 to current
Government Wide	54.9	54.4	56.4	1.5
Human Resources, All Occup.	81.4	81.2	82.1	0.7
Upper Level Managers	33.7	54.2	64.0	30.3
Middle or Other Managers	61.9	67.4	68.9	7.0
Professionals	50.0	57.0	58.8	8.8
Semi-Professionals, Technicians	81.7	81.8	82.0	0.3
Supervisors	68.5	74.3	75.0	6.5
Foremen/women	0.0			
Clerical Workers	95.9	94.8	95.3	-0.6
Service Workers	0.0			
Semi-Skilled Manual Workers	0.0			
Other Manual Workers	0.0			

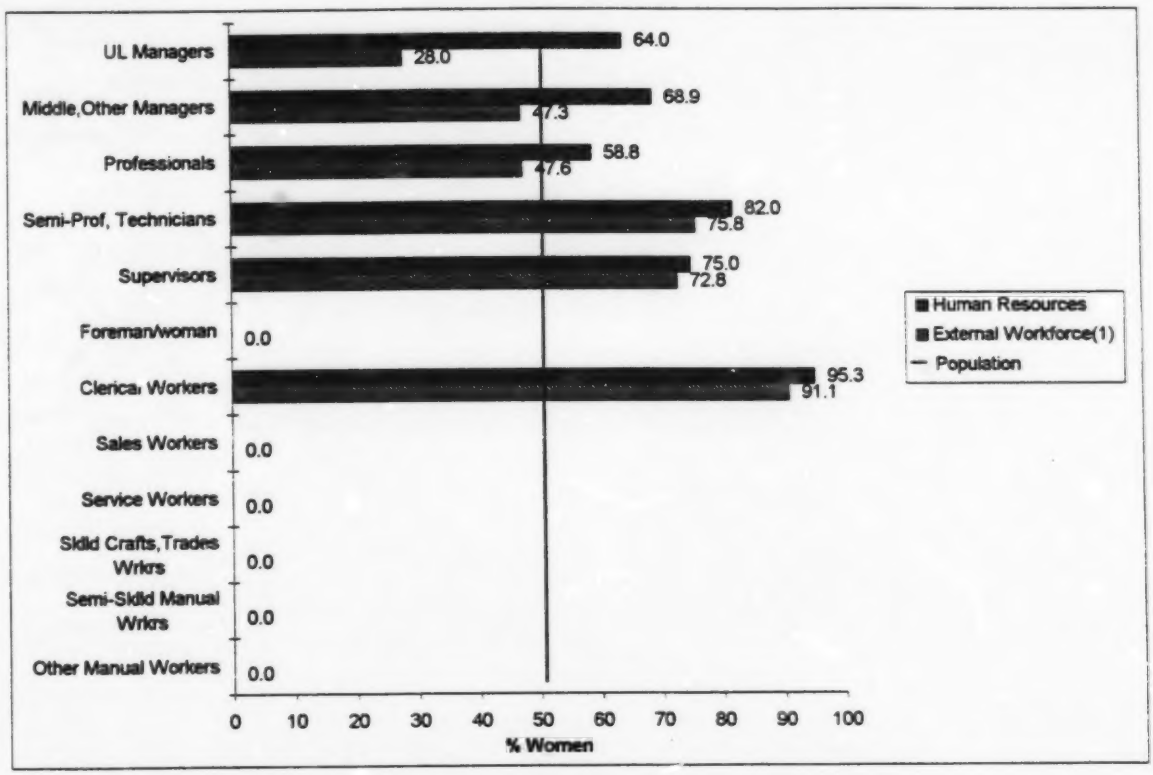


NOTE: Some historical data have been adjusted in order to reflect organizational changes that have occurred since January 1994. Where adjustments have been made, representation rates may not match historical reports.

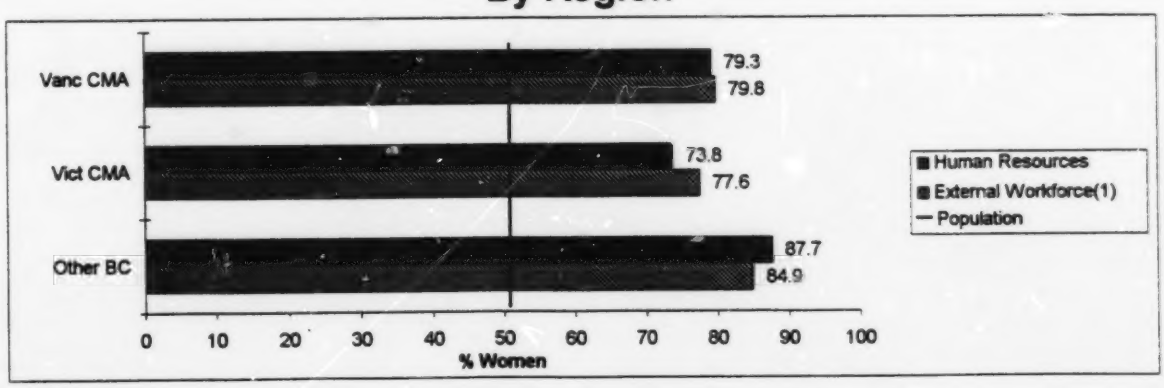
Ministry of Human Resources
Representation of Women

As at January 1998

By Occupation

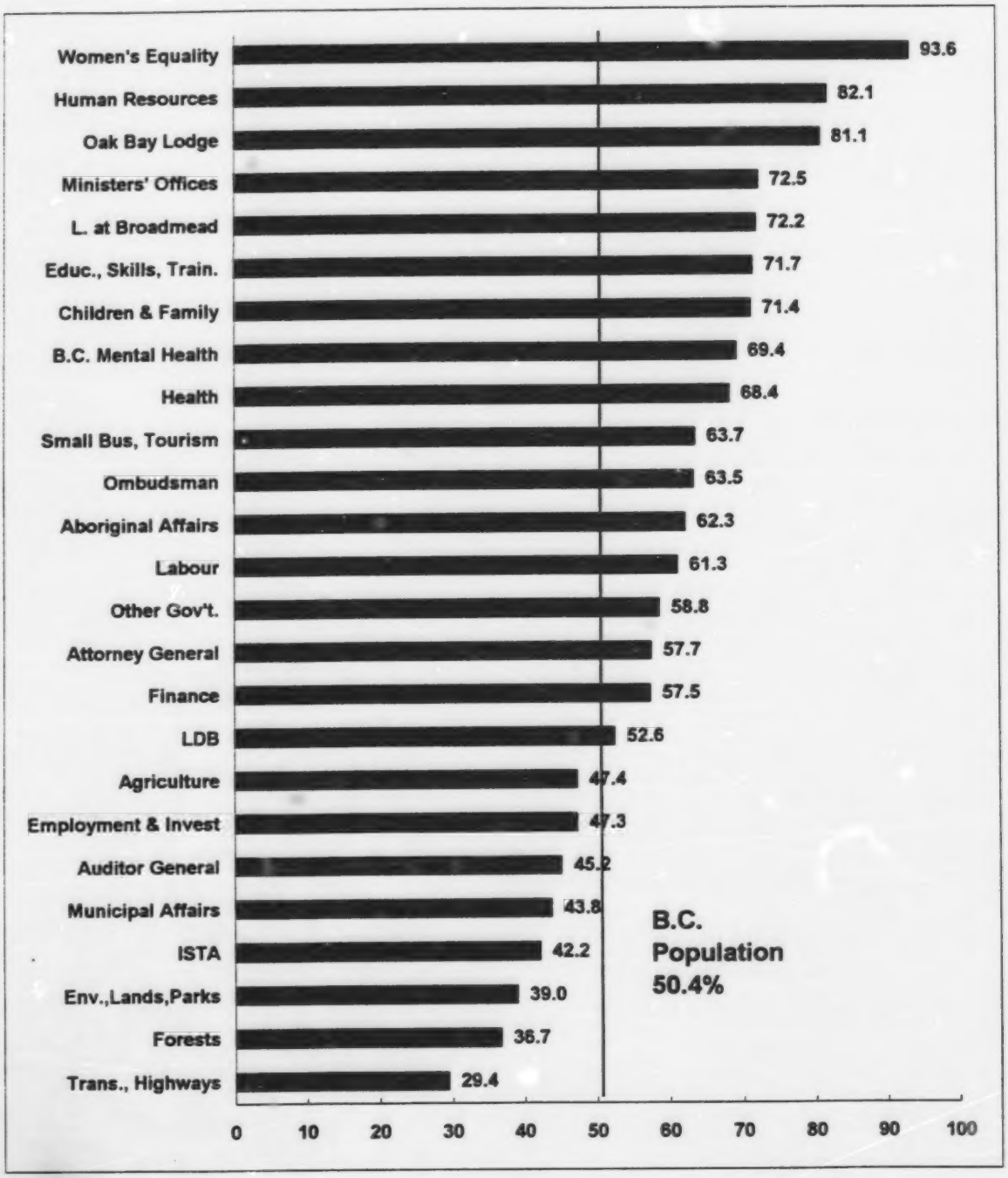


By Region



(1) External Workforce reflects occupational and geographic distribution of the ministry.

WOMEN
% Representation by Ministry
(As per Payroll File, January 1998)



Women
Representation and Polarization by Occupation
Ministry of Human Resources
- January 1998 -

In B.C., Women represent 50.4% of the Total Population

Occupation Group	Occupational Representation				Occupational Polarization			
	Women	Men	Total	Women As % of Total	% Dist. Women	% Dist. Total	Index1	Index2
Upper Level Managers	16	9	25	64.0	0.7	0.9	78	M
Middle or Other Managers	304	137	441	68.9	13.6	16.2	84	~
Professionals	127	89	216	58.8	5.7	7.9	72	M
Semi-Professionals, Technicians	836	184	1,020	82.0	37.4	37.4	100	~
Supervisors	24	8	32	75.0	1.1	1.2	91	~
Foremen/women			0					
****Sub-Total**	**1,307**	**427**	**1,734**	**75.4**	**58.4**	**63.7**	**92**	**~**
Clerical Workers	927	46	973	95.3	41.4	35.7	116	~
Sales Workers			0					
Service Workers			0					
Skilled Crafts & Trades Workers			0					
Semi-Skilled Manual Workers			0					
Other Manual Workers			0					
Other	3	14	17	17.6	0.1	0.6	21	MM
****Sub-Total**	**930**	**60**	**990**	**93.9**	**41.6**	**36.3**	**114**	**~**
Total, All Occupations	**2,237**	**487**	**2,724**	**82.1**	**100.0**	**100.0**	**100**	**~**

INDEX1: (% Dist of Women / % Dist of Total) x 100. Therefore, indices > 100 represent an overrepresentation of women in that occupation compared to the ministry as a whole.

INDEX2: A recode of Index1:
0-39=MM=Males are extremely polarized in this occupation
40-79=M = Males are moderately polarized in this occupation
80-120= ~ =Neither Males nor Females are polarized in this occupation
121-160=F =Females are moderately polarized in this occupation
160+=FF =Females are extremely polarized in this occupation.

NOTE: Ministry reports exclude Minister's Office employees.

PRODUCED BY: BC STATS, Labour and Social Statistics Section. April 24, 1998.

Women
Representation by Occupation/Region
Human Resources
Compared to the External Workforce
- January 1998 -

In B.C., Women represent 50.4% of the Total Population

Occupation Group	Ministry Representation				Population Representation	External Workforce Representation[1]	
	Women	Men	Total	Women As % of Total	Women as % of B.C. Total Population	Women As % of Total	Representation Index[2]
Upper Level Managers	16	9	25	64.0	50.4	28.0	~
Middle or Other Managers	304	137	441	68.9	50.4	47.3	~
Professionals	127	89	216	58.8	50.4	47.6	~
Semi-Professionals, Technicians	836	184	1,020	82.0	50.4	75.8	~
Supervisors	24	8	32	75.0	50.4	72.8	~
Foremen/women			0		50.4	0.0	
****Sub-Total**	1,307	427	1,734	75.4	50.4	61.5	~
Clerical Workers	927	46	973	95.3	50.4	91.1	~
Sales Workers			0		50.4	0.0	
Service Workers			0		50.4	0.0	
Skilled Crafts & Trades Workers			0		50.4	0.0	
Semi-Skilled Manual Workers			0		50.4	0.0	
Other Manual Workers			0		50.4	0.0	
Other	3	14	17	17.6	50.4	47.2	XX
****Sub-Total**	930	60	990	93.9	50.4	91.0	~
Total, All Occupations	2,237	487	2,724	82.1	50.4	61.6	~

Region	Ministry Representation				Population Representation	External Workforce Representation[1]	
	Women	Men	Total	Women As % of Total	Women as % of B.C. Total Population	Women As % of Total	Representation Index[2]
Vancouver CMA	874	228	1,102	79.3	50.4	79.8	~
Victoria CMA	318	113	431	73.8	50.4	77.6	~
Other B.C.	1,029	144	1,173	87.7	50.4	84.9	~
Not Specified	16	2	18	88.9	50.4		
Total B.C.	2,237	487	2,724	82.1	50.4	61.6	~

[1] The representation of women in the BC Workforce in 1990 according to Statistics Canada's 1991 Census. The "External Workforce" is adjusted in accordance with the geographic and occupational distribution of jobs within the Ministry in order to reflect the "available" workforce to the Ministry. It is further adjusted to reflect the population growth of women since 1991.

[2] The Representation Index is calculated as: (Ministry % Representation) / (External Workforce % Representation) x 100.
XX = <50% = Ministry representation is less than 50% of external workforce representation
X = 50%-89% = Ministry representation is between 50% and 89% of external workforce representation
~ = 90%+ = Ministry representation is 90% or more of external workforce representation.

NOTE: Ministry reports excludes Minister's Office employees.

PRODUCED BY: BC STATS, Labour and Social Statistics Section. April 27, 1998.

Gender Representation and Polarization by Occupation
Ministry of Human Resources
- January 1998 -

	Occupational Representation				Occupational Polarization			
	Women	Men	Total	Women As % of Total	% Dist. Women	% Dist. Total	Index1	Index2
UPPER-LEVEL MANAGERS								
MGMT LV 06-08								
MGMT LV 06	8	5	13	61.5	0.4	0.5	75	M
MGMT LV 07	4	2	6	66.7	0.2	0.2	81	~
MGMT LV 08	1	1	2	50.0	0.0	0.1	61	M
TOT, MGMT LV 06-08	13	8	21	61.9	0.6	0.8	75	M
MGMT LV 09-12								
MGMT LV 09	1	0	1	100.0	0.0	0.0	122	F
MGMT LV 10	1	0	1	100.0	0.0	0.0	122	F
MGMT LV 11	0	1	1	0.0	0.0	0.0	0	MM
MGMT LV 12	1	0	1	100.0	0.0	0.0	122	F
TOT, MGMT LV 09-12	3	1	4	75.0	0.1	0.1	91	~
***TOTAL	16	9	25	64.0	0.7	0.9	78	M
MIDDLE OR OTHER MANAGERS								
ADMIN OFF 1-7								
ADMIN OFF 1	35	10	45	77.8	1.6	1.7	95	~
ADMIN OFF 2	10	2	12	83.3	0.4	0.4	101	~
ADMIN OFF 3	21	33	54	38.9	0.9	2.0	47	M
ADMIN OFF 4	2	5	7	28.6	0.1	0.3	35	MM
ADMIN OFF 5	9	12	21	42.9	0.4	0.8	52	M
ADMIN OFF 6	1	3	4	25.0	0.0	0.1	30	MM
TOT, ADMIN OFF 1-7	78	65	143	54.5	3.5	5.2	66	M
COMMUNICATIONS OFF 5-6	2	0	2	100.0	0.1	0.1	122	F
MGMT LV 01-05								
MGMT LV 01	3	0	3	100.0	0.1	0.1	122	F
MGMT LV 02	6	0	6	100.0	0.3	0.2	122	F
MGMT LV 03	15	13	28	53.6	0.7	1.0	65	M
MGMT LV 04	12	15	27	44.4	0.5	1.0	54	M
MGMT LV 05	11	7	18	61.1	0.5	0.7	74	M
TOT, MGMT LV 01-05	47	35	82	57.3	2.1	3.0	70	M
PUBLIC INF OFF	3	0	3	100.0	0.1	0.1	122	F
SOCL PROG OFF	174	37	211	82.5	7.8	7.7	100	~
***TOTAL	304	137	441	68.9	13.6	16.2	84	~
PROFESSIONALS								
ECONOMIST	0	1	1	0.0	0.0	0.0	0	MM
FIN OFFICER 4-7	3	5	8	37.5	0.1	0.3	46	M
INFORMATION SYST LEV 6+	12	13	25	48.0	0.5	0.9	58	M
LIBRARIAN	1	0	1	100.0	0.0	0.0	122	F
PROBATION OFF	63	22	85	74.1	2.8	3.1	90	~
RESEARCH OFF	4	6	10	40.0	0.2	0.4	49	M
SOCL PROG OFF	11	8	19	57.9	0.5	0.7	70	M
SYSTEMS ANLYST	33	34	67	49.3	1.5	2.5	60	M
***TOTAL	127	89	216	58.8	5.7	7.9	72	M
SEMI-PROF., TECHNICIANS								
SOCL PROG OFF (FAW)	836	184	1,020	82.0	37.4	37.4	100	~
***TOTAL	836	184	1,020	82.0	37.4	37.4	100	~
SUPERVISORS								
CLERK 5-6	20	5	25	80.0	0.9	0.9	97	~
FIN OFFICER 1-3	4	3	7	57.1	0.2	0.3	70	M

Gender Representation and Polarization by Occupation
Ministry of Human Resources
- January 1998 -

	Occupational Representation				Occupational Polarization			
	Women	Men	Total	Women As % of Total	% Dist Women	% Dist Total	Index1	Index2
UPPER-LEVEL MANAGERS								
MGMT LV 06-08								
MGMT LV 06	8	5	13	61.5	0.4	0.5	75	M
MGMT LV 07	4	2	6	66.7	0.2	0.2	81	~
MGMT LV 08	1	1	2	50.0	0.0	0.1	61	M
TOT, MGMT LV 06-08	13	8	21	61.9	0.6	0.8	75	M
MGMT LV 09-12								
MGMT LV 09	1	0	1	100.0	0.0	0.0	122	F
MGMT LV 10	1	0	1	100.0	0.0	0.0	122	F
MGMT LV 11	0	1	1	0.0	0.0	0.0	0	MM
MGMT LV 12	1	0	1	100.0	0.0	0.0	122	F
TOT, MGMT LV 09-12	3	1	4	75.0	0.1	0.1	91	~
***TOTAL	16	9	25	64.0	0.7	0.9	78	M
MIDDLE OR OTHER MANAGERS								
ADMIN OFF 1-7								
ADMIN OFF 1	35	10	45	77.8	1.6	1.7	95	~
ADMIN OFF 2	10	2	12	83.3	0.4	0.4	101	~
ADMIN OFF 3	21	33	54	38.9	0.9	2.0	47	M
ADMIN OFF 4	2	5	7	28.6	0.1	0.3	35	MM
ADMIN OFF 5	9	12	21	42.9	0.4	0.8	52	M
ADMIN OFF 6	1	3	4	25.0	0.0	0.1	30	MM
TOT, ADMIN OFF 1-7	78	65	143	54.5	3.5	5.2	66	M
COMMUNICATIONS OFF 5-6	2	0	2	100.0	0.1	0.1	122	F
MGMT LV 01-05								
MGMT LV 01	3	0	3	100.0	0.1	0.1	122	F
MGMT LV 02	6	0	6	100.0	0.3	0.2	122	F
MGMT LV 03	15	13	28	53.6	0.7	1.0	65	M
MGMT LV 04	12	15	27	44.4	0.5	1.0	54	M
MGMT LV 05	11	7	18	61.1	0.5	0.7	74	M
TOT, MGMT LV 01-05	47	35	82	57.3	2.1	3.0	70	M
PUBLIC INF OFF	3	0	3	100.0	0.1	0.1	122	F
SOCL PROG OFF	174	37	211	82.5	7.8	7.7	100	~
***TOTAL	304	137	441	68.9	13.6	16.2	84	~
PROFESSIONALS								
ECONOMIST	0	1	1	0.0	0.0	0.0	0	MM
FIN OFFICER 4-7	3	5	8	37.5	0.1	0.3	46	M
INFORMATION SYST LEV 6+	12	13	25	48.0	0.5	0.9	58	M
LIBRARIAN	1	0	1	100.0	0.0	0.0	122	F
PROBATION OFF	63	22	85	74.1	2.8	3.1	90	~
RESEARCH OFF	4	6	10	40.0	0.2	0.4	49	M
SOCL PROG OFF	11	8	19	57.9	0.5	0.7	70	M
SYSTEMS ANLYST	33	34	67	49.3	1.5	2.5	60	M
***TOTAL	127	89	216	58.8	5.7	7.9	72	M
SEMI-PROF., TECHNICIANS								
SOCL PROG OFF (FAW)	836	184	1,020	82.0	37.4	37.4	100	~
***TOTAL	836	184	1,020	82.0	37.4	37.4	100	~
SUPERVISORS								
CLERK 5-6	20	5	25	80.0	0.9	0.9	97	~
FIN OFFICER 1-3	4	3	7	57.1	0.2	0.3	70	M

Gender Representation and Polarization by Occupation
Ministry of Human Resources
- January 1998 -

	Occupational Representation				Occupational Polarization			
	Women	Men	Total	Women As % of Total	% Dist Women	% Dist Total	Index1	Index2
SUPERVISORS (cont.)								
***TOTAL	24	8	32	75.0	1.1	1.2	91	~
CLERICAL WORKERS								
ADMIN. SUPPORT								
CLERK 3-4	317	29	346	91.6	14.2	12.7	112	~
CLERK STENO 3-4	45	2	47	95.7	2.0	1.7	117	~
EXEC SECRETARY	3	0	3	100.0	0.1	0.1	122	F
INFORMATION SYST LEV 1-5	0	1	1	0.0	0.0	0.0	0	MM
OFFICE ASST	562	13	575	97.7	25.1	21.1	119	~
TOT, ADMIN. SUPPORT	927	45	972	95.4	41.4	35.7	116	~
MATERIAL DIST'N								
STOCKWORKER 1-3	0	1	1	0.0	0.0	0.0	0	MM
TOT, MATERIAL DIST'N	0	1	1	0.0	0.0	0.0	0	MM
***TOTAL	927	46	973	95.3	41.4	35.7	116	~
OTHER								
COOP ED TR PROG	3	13	16	18.8	0.1	0.6	23	MM
PERS PLACE PR	0	1	1	0.0	0.0	0.0	0	MM
***TOTAL	3	14	17	17.6	0.1	0.6	21	MM
TOTAL, ALL CLASSIFICATIONS	2,237	487	2,724	82.1	100.0	100.0	100	~

Gender Representation and Polarization by Occupation
Ministry of Human Resources
- January 1998 -

	Occupational Representation				Occupational Polarization			
	Women	Men	Total	Women As % of Total	% Dist. Women	% Dist. Total	Index1	Index2
SUPERVISORS (cont.)								
***TOTAL	24	8	32	75.0	1.1	1.2	91	~
CLERICAL WORKERS								
ADMIN. SUPPORT								
CLERK 3-4	317	29	346	91.6	14.2	12.7	112	~
CLERK STENO 3-4	45	2	47	95.7	2.0	1.7	117	~
EXEC SECRETARY	3	0	3	100.0	0.1	0.1	122	F
INFORMATION SYST LEV 1-5	0	1	1	0.0	0.0	0.0	0	MM
OFFICE ASST	562	13	575	97.7	25.1	21.1	119	~
TOT, ADMIN. SUPPORT	927	45	972	95.4	41.4	35.7	116	~
MATERIAL DIST'N								
STOCKWORKER 1-3	0	1	1	0.0	0.0	0.0	0	MM
TOT, MATERIAL DIST'N	0	1	1	0.0	0.0	0.0	0	MM
***TOTAL	927	46	973	95.3	41.4	35.7	116	~
OTHER								
COOP ED TR PROG	3	13	16	18.8	0.1	0.6	23	MM
PERS PLACE PR	0	1	1	0.0	0.0	0.0	0	MM
***TOTAL	3	14	17	17.6	0.1	0.6	21	MM
TOTAL, ALL CLASSIFICATIONS	2,237	487	2,724	82.1	100.0	100.0	100	~

** FOOTNOTES **

INDEX1: (% Dist of Women / % Dist of Total) x 100. Therefore, indices > 100 represent an over-representation of women in that occupation compared to the ministry as a whole.

INDEX2: A recode of Index1:

0-39=MM=Males are extremely polarized in this occupation
40-79=M = Males are moderately polarized in this occupation
80-120= ~ =Neither Males nor Females are polarized in this occupation
121-160=F =Females are moderately polarized in this occupation
160+=FF =Females are extremely polarized in this occupation.

* For example, Males are moderately polarized in Upper Level Management.

PRODUCED BY: BC STATS, Labour and Social Statistics Section. April 24, 1998.

Women
Representation by Occupation, Compared to the External Workforce
Human Resources
- January 1998 -

	Ministry Representation				Population Representation	External Workforce Representation[1]	
	Women	Men	Total	Women As % of Total	Women as % of B.C. Total Population	Women As % of Total	Representation Index[2]
UPPER-LEVEL MANAGERS							
MGMT LV 06-08							
MGMT LV 06	8	5	13	61.5	50.4	25.4	~
MGMT LV 07	4	2	6	66.7	50.4	32.5	~
MGMT LV 08	1	1	2	50.0	50.4	27.3	~
TOT, MGMT LV 06-08	13	8	21	61.9	50.4	27.6	~
MGMT LV 09-12							
MGMT LV 09	1	0	1	100.0	50.4	32.5	~
MGMT LV 10	1	0	1	100.0	50.4	32.5	~
MGMT LV 11	0	1	1	0.0	50.4	32.5	XX
MGMT LV 12	1	0	1	100.0	50.4	22.0	~
TOT, MGMT LV 09-12	3	1	4	75.0	50.4	29.9	~
***TOTAL	16	9	25	64.0	50.4	28.0	~
MIDDLE OR OTHER MANAGERS							
ADMIN OFF 1-7							
ADMIN OFF 1	35	10	45	77.8	50.4	48.4	~
ADMIN OFF 2	10	2	12	83.3	50.4	49.6	~
ADMIN OFF 3	21	33	54	38.9	50.4	49.3	X
ADMIN OFF 4	2	5	7	28.6	50.4	50.9	X
ADMIN OFF 5	9	12	21	42.9	50.4	51.2	X
ADMIN OFF 6	1	3	4	25.0	50.4	51.3	XX
TOT, ADMIN OFF 1-7	78	65	143	54.5	50.4	49.4	~
COMMUNICATIONS OFF 5-6	2	0	2	100.0	50.4	58.4	~
MGMT LV 01-05							
MGMT LV 01	3	0	3	100.0	50.4	38.8	~
MGMT LV 02	6	0	6	100.0	50.4	38.6	~
MGMT LV 03	15	13	28	53.6	50.4	37.3	~
MGMT LV 04	12	15	27	44.4	50.4	39.4	~
MGMT LV 05	11	7	18	61.1	50.4	38.0	~
TOT, MGMT LV 01-05	47	35	82	57.3	50.4	38.3	~
PUBLIC INF OFF	3	0	3	100.0	50.4	58.4	~
SOCL PROG OFF	174	37	211	82.5	50.4	47.4	~
***TOTAL	304	137	441	68.9	50.4	47.3	~
PROFESSIONALS							
ECONOMIST	0	1	1	0.0	50.4	21.6	XX
FIN OFFICER 4-7	3	5	8	37.5	50.4	42.7	X
INFORMATION SYST LEV 6+	12	13	25	48.0	50.4	26.2	~
LIBRARIAN	1	0	1	100.0	50.4	58.3	~
PROBATION OFF	63	22	85	74.1	50.4	69.2	~
RESEARCH OFF	4	6	10	40.0	50.4	43.9	~
SOCL PROG OFF	11	8	19	57.9	50.4	68.9	X
SYSTEMS ANLYST	33	34	67	49.3	50.4	26.3	~
***TOTAL	127	89	216	58.8	50.4	47.6	~
SEMI-PROF., TECHNICIANS							
SOCL PROG OFF (FAW)	836	184	1,020	82.0	50.4	75.8	~
***TOTAL	836	184	1,020	82.0	50.4	75.8	~

Women
Representation by Occupation, Compared to the External Workforce
Human Resources
- January 1998 -

	Ministry Representation				Population Representation	External Workforce Representation[1]	
	Women	Men	Total	Women As % of Total	Women as % of B.C. Total Population	Women As % of Total	Representation Index[2]
SUPERVISORS							
CLERK 5-6	20	5	25	80.0	50.4	71.3	~
FIN OFFICER 1-3	4	3	7	57.1	50.4	79.9	X
***TOTAL	24	8	32	75.0	50.4	72.8	~
CLERICAL WORKERS							
ADMIN. SUPPORT							
CLERK 3-4	317	29	346	91.6	50.4	89.0	~
CLERK STENO 3-4	45	2	47	95.7	50.4	99.2	~
EXEC SECRETARY	3	0	3	100.0	50.4	99.2	~
INFORMATION SYST LEV 1-5	0	1	1	0.0	50.4	84.4	XX
OFFICE ASST	562	13	575	97.7	50.4	93.3	~
TOT, ADMIN. SUPPORT	927	45	972	95.4	50.4	91.2	~
MATERIAL DIST'N							
STOCKWORKER 1-3	0	1	1	0.0	50.4	33.5	XX
TOT, MATERIAL DIST'N	0	1	1	0.0	50.4	33.5	XX
***TOTAL	927	46	973	95.3	50.4	91.1	~
OTHER							
COOP ED TR PROG	3	13	16	18.8	50.4	47.1	XX
PERS PLACE PR	0	1	1	0.0	50.4	48.0	XX
***TOTAL	3	14	17	17.6	50.4	47.2	XX
TOTAL, ALL CLASSIFICATIONS	2,237	487	2,724	82.1	50.4	81.6	~

Women
Representation by Occupation, Compared to the External Workforce
Human Resources
- January 1998 -

	Ministry Representation				Population Representation	External Workforce Representation[1]	
	Women	Men	Total	Women As % of Total	Women as % of B.C. Total Population	Women As % of Total	Representation Index[2]
UPPER-LEVEL MANAGERS							
MGMT LV 06-08							
MGMT LV 06	8	5	13	61.5	50.4	25.4	~
MGMT LV 07	4	2	6	66.7	50.4	32.5	~
MGMT LV 08	1	1	2	50.0	50.4	27.3	~
TOT, MGMT LV 06-08	13	8	21	61.9	50.4	27.6	~
MGMT LV 09-12							
MGMT LV 09	1	0	1	100.0	50.4	32.5	~
MGMT LV 10	1	0	1	100.0	50.4	32.5	~
MGMT LV 11	0	1	1	0.0	50.4	32.5	XX
MGMT LV 12	1	0	1	100.0	50.4	22.0	~
TOT, MGMT LV 09-12	3	1	4	75.0	50.4	29.9	~
***TOTAL	16	9	25	64.0	50.4	28.0	~
MIDDLE OR OTHER MANAGERS							
ADMIN OFF 1-7							
ADMIN OFF 1	35	10	45	77.8	50.4	48.4	~
ADMIN OFF 2	10	2	12	83.3	50.4	49.6	~
ADMIN OFF 3	21	33	54	38.9	50.4	49.3	X
ADMIN OFF 4	2	5	7	28.6	50.4	50.9	X
ADMIN OFF 5	9	12	21	42.9	50.4	51.2	X
ADMIN OFF 6	1	3	4	25.0	50.4	51.3	XX
TOT, ADMIN OFF 1-7	78	65	143	54.5	50.4	49.4	~
COMMUNICATIONS OFF 5-6	2	0	2	100.0	50.4	58.4	~
MGMT LV 01-05							
MGMT LV 01	3	0	3	100.0	50.4	38.8	~
MGMT LV 02	6	0	6	100.0	50.4	38.6	~
MGMT LV 03	15	13	28	53.6	50.4	37.3	~
MGMT LV 04	12	15	27	44.4	50.4	39.4	~
MGMT LV 05	11	7	18	61.1	50.4	38.0	~
TOT, MGMT LV 01-05	47	35	82	57.3	50.4	38.3	~
PUBLIC INF OFF	3	0	3	100.0	50.4	58.4	~
SOCL PROG OFF	174	37	211	82.5	50.4	47.4	~
***TOTAL	304	137	441	68.9	50.4	47.3	~
PROFESSIONALS							
ECONOMIST	0	1	1	0.0	50.4	21.6	XX
FIN OFFICER 4-7	3	5	8	37.5	50.4	42.7	X
INFORMATION SYST LEV 6+	12	13	25	48.0	50.4	26.2	~
LIBRARIAN	1	0	1	100.0	50.4	58.3	~
PROBATION OFF	63	22	85	74.1	50.4	69.2	~
RESEARCH OFF	4	6	10	40.0	50.4	43.9	~
SOCL PROG OFF	11	8	19	57.9	50.4	68.9	X
SYSTEMS ANLYST	33	34	67	49.3	50.4	26.3	~
***TOTAL	127	89	216	58.8	50.4	47.6	~
SEMI-PROF., TECHNICIANS							
SOCL PROG OFF (FAW)	836	184	1,020	82.0	50.4	75.8	~
***TOTAL	836	184	1,020	82.0	50.4	75.8	~

Women
Representation by Occupation, Compared to the External Workforce
Human Resources
- January 1998 -

	Ministry Representation				Population Representation	External Workforce Representation[1]	
	Women	Men	Total	Women As % of Total	Women as % of B.C. Total Population	Women As % of Total	Representation Index[2]
SUPERVISORS							
CLERK 5-6	20	5	25	80.0	50.4	71.3	~
FIN OFFICER 1-3	4	3	7	57.1	50.4	79.9	X
***TOTAL	24	8	32	75.0	50.4	72.8	~
CLERICAL WORKERS							
ADMIN. SUPPORT							
CLERK 3-4	317	29	346	91.6	50.4	89.0	~
CLERK STENO 3-4	45	2	47	95.7	50.4	99.2	~
EXEC SECRETARY	3	0	3	100.0	50.4	99.2	~
INFORMATION SYST LEV 1-5	0	1	1	0.0	50.4	84.4	XX
OFFICE ASST	562	13	575	97.7	50.4	93.3	~
TOT, ADMIN. SUPPORT	927	45	972	95.4	50.4	91.2	~
MATERIAL DIST'N							
STOCKWORKER 1-3	0	1	1	0.0	50.4	33.5	XX
TOT, MATERIAL DIST'N	0	1	1	0.0	50.4	33.5	XX
***TOTAL	927	46	973	95.3	50.4	91.1	~
OTHER							
COOP ED TR PROG	3	13	16	18.8	50.4	47.1	XX
PERS PLACE PR	0	1	1	0.0	50.4	48.0	XX
***TOTAL	3	14	17	17.6	50.4	47.2	XX
TOTAL, ALL CLASSIFICATIONS	2,237	487	2,724	82.1	50.4	81.6	~

** FOOTNOTES **

[1] The representation of women in the BC Workforce according to Statistics Canada's 1991 Census. The "External Workforce" is adjusted in accordance with the geographic and occupational distribution of jobs within the Ministry in order to reflect the "available" workforce to the Ministry. It is further adjusted to reflect the population growth of women since 1991.

[2] The Representation Index is calculated as: (Ministry % Representation) / (External Workforce % Representation) x 100.

XX = <50% = Ministry representation is less than 50% of external workforce representation

X = 50%-89% = Ministry representation is between 50% and 89% of external workforce representation

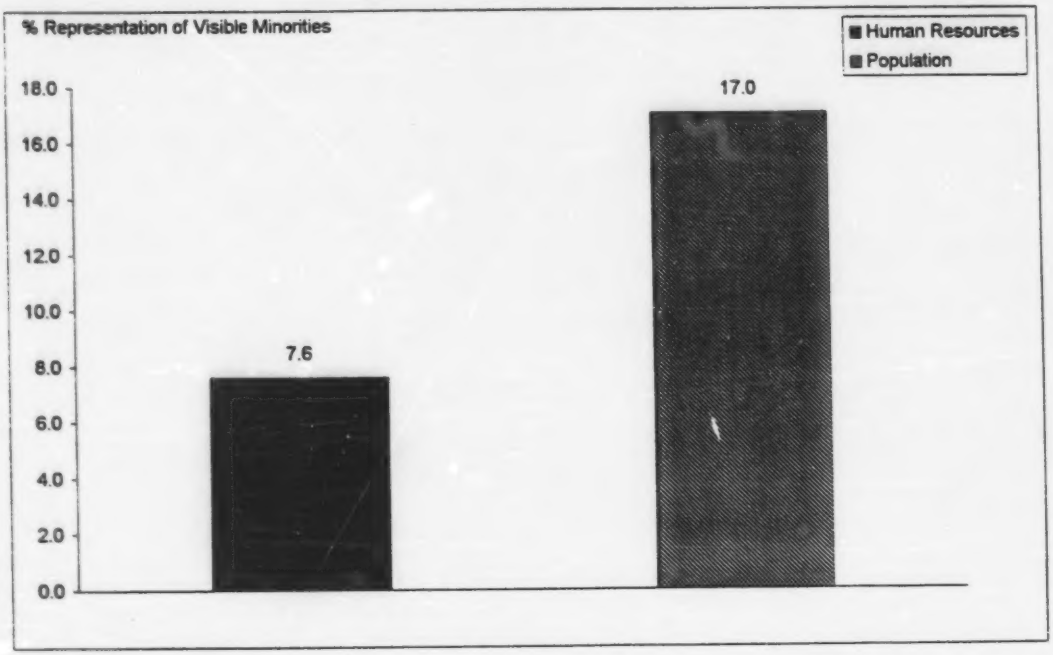
~ = 90%+ = Ministry representation is 90% or more of external workforce representation.

PRODUCED BY: BC STATS, Labour and Social Statistics Section. April 27, 1998.

WORKFORCE PROFILE

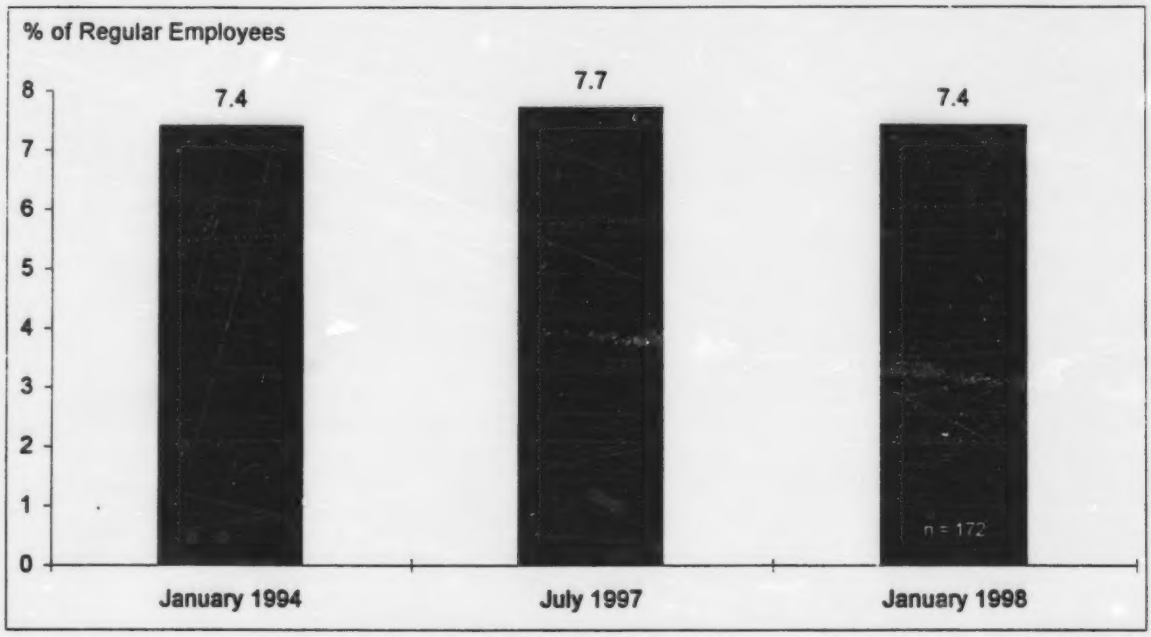
Representation of Visible Minorities

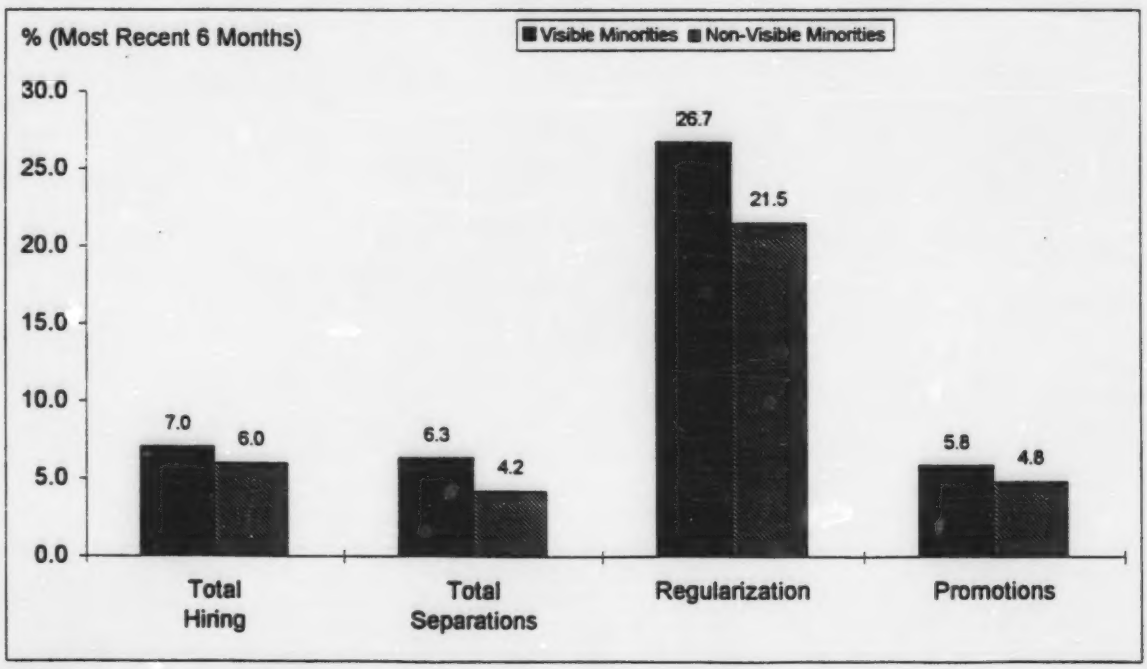
Ministry of Human Resources



As at January 1998

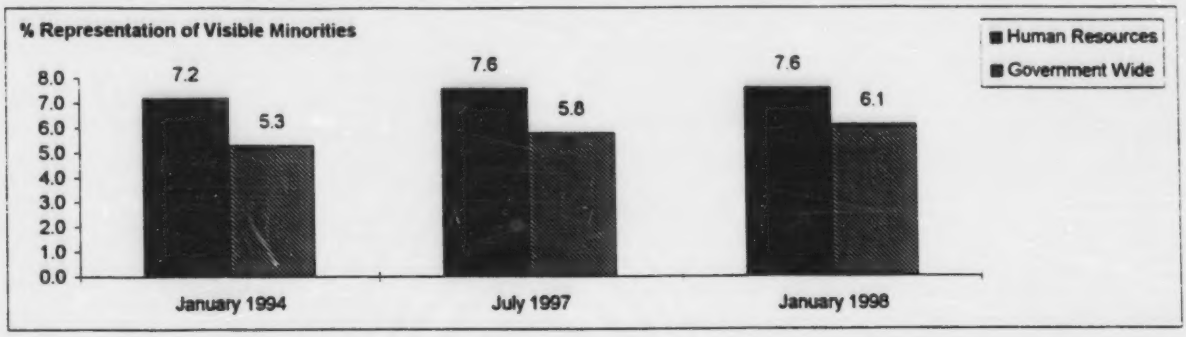
Visible Minorities
Indicators of Progress
Ministry of Human Resources
Between January 1994 and January 1998





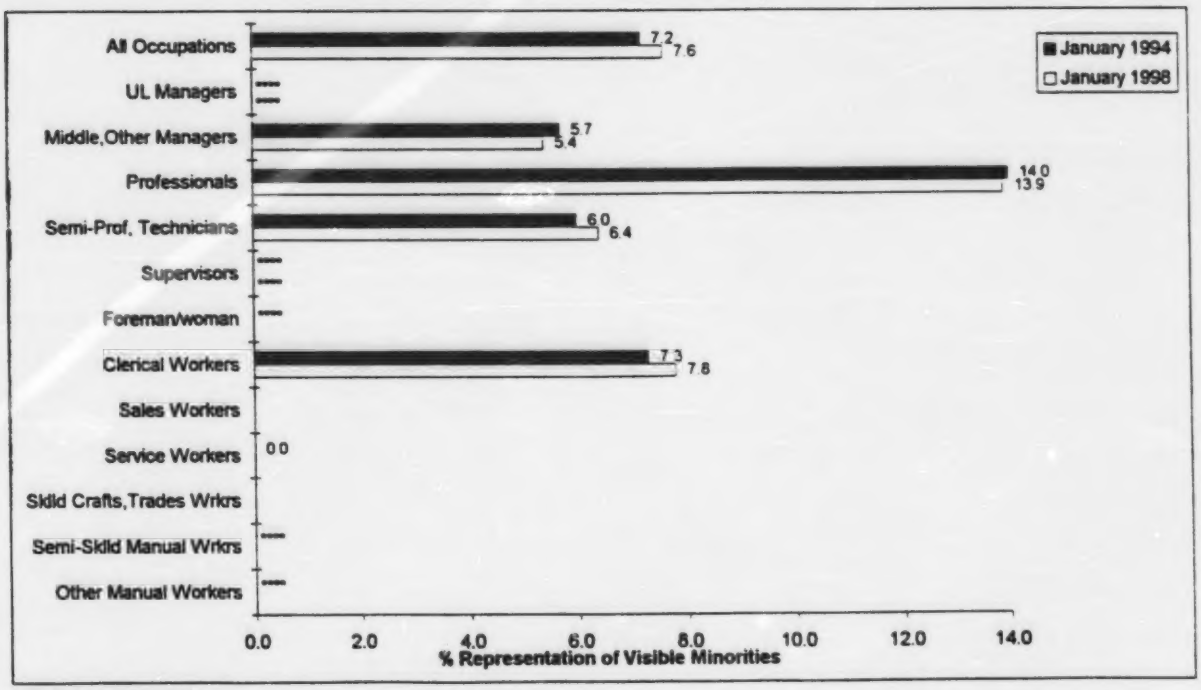
NOTES: 1. Regular employees only.
2. Some historical data have been adjusted in order to reflect organizational changes that have occurred since January 1994. Where adjustments have been made, representation rates may not match historical reports.

Ministry of Human Resources
Representation of Visible Minorities



% Representation of Visible Minorities

Occupation	January 1994	July 1997	January 1998	Change January 94 to current
Government Wide	5.3	5.8	6.1	0.8
Human Resources, All Occup.	7.2	7.6	7.6	0.4
Upper Level Managers	****	****	****	
Middle or Other Managers	5.7	5.4	5.4	-0.3
Professionals	14.0	12.6	13.9	-0.1
Semi-Professionals, Technicians	6.0	6.4	6.4	0.4
Supervisors	****	****	****	
Foremen/women	****			
Clerical Workers	7.3	8.5	7.8	0.5
Service Workers	0.0			
Semi-Skilled Manual Workers	****			
Other Manual Workers	****			



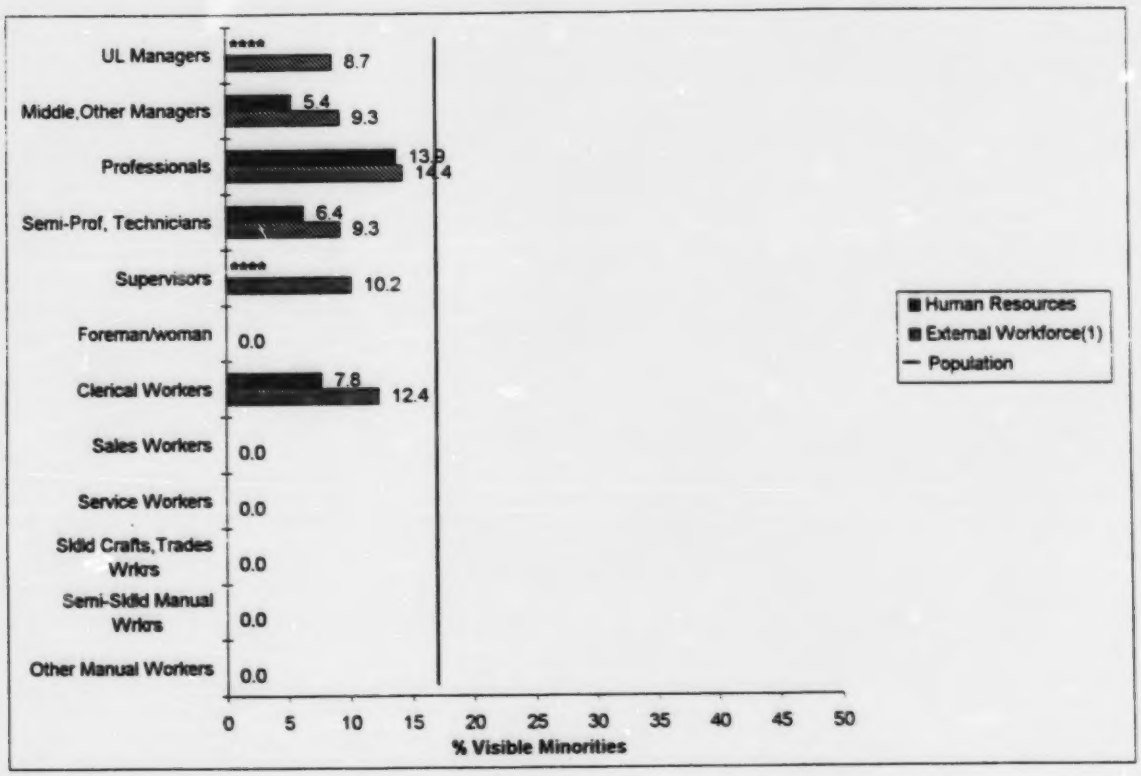
**** Data suppressed

NOTE: Some historical data have been adjusted in order to reflect organizational changes that have occurred since January 1994. Where adjustments have been made, representation rates may not match historical reports.

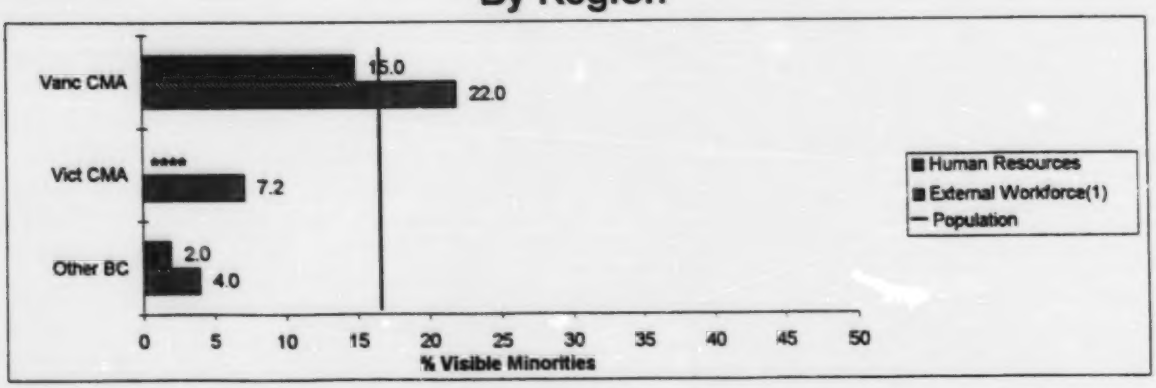
Ministry of Human Resources
Representation of Visible Minorities

As at January 1998

By Occupation

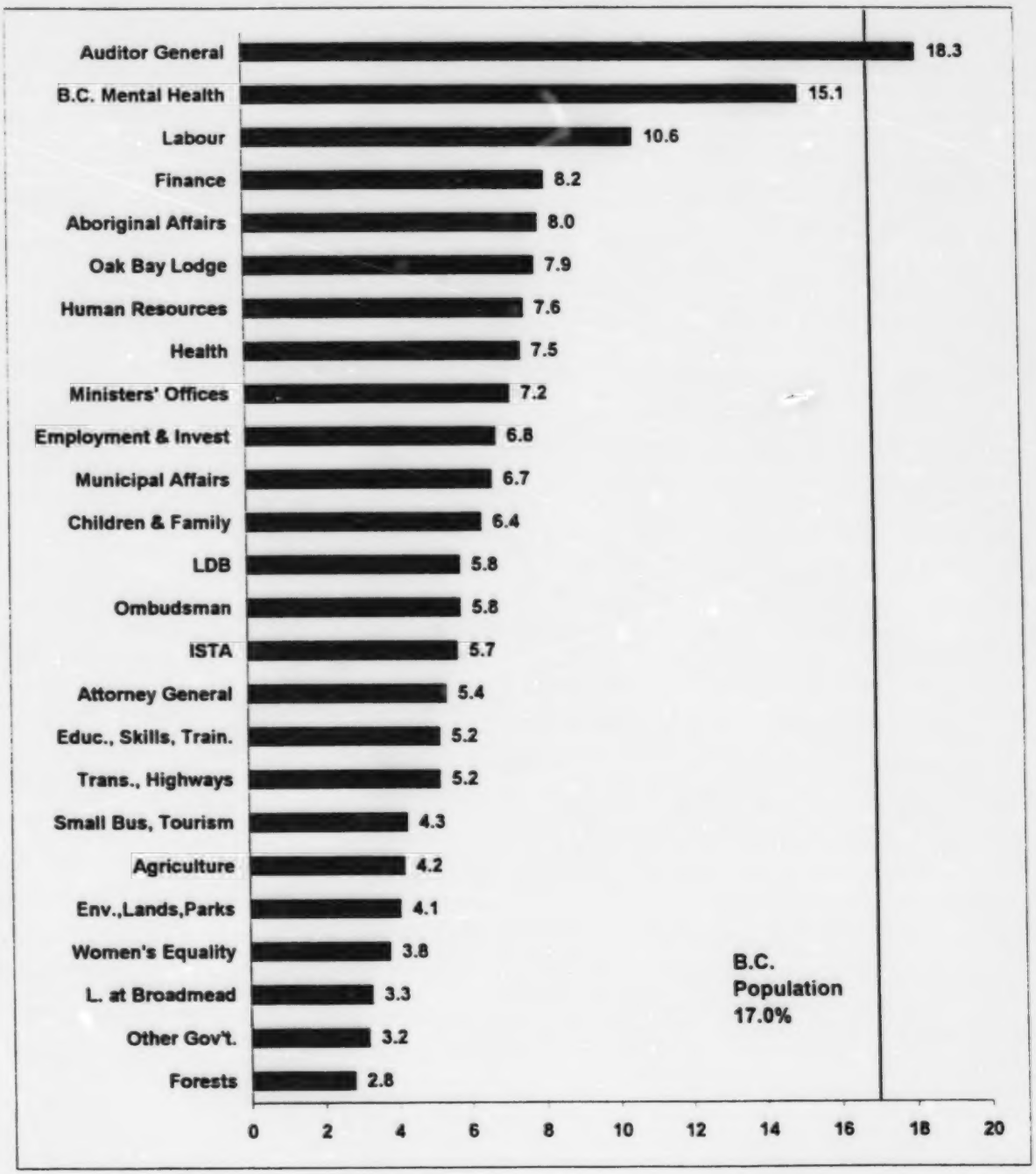


By Region



(1) External Workforce reflects occupational and geographic distribution of the ministry.
**** Data suppressed

VISIBLE MINORITIES
% Of Ministry Who Self-Identified
(As per Payroll File, January 1998)



*** Data suppressed

Visible Minorities
Representation and Polarization by Occupation
Ministry of Human Resources
- January 1998 -

In B.C., Visible Minorities represent 17.0 % of the Total Population

Occupation Group	Occupational Representation				Occupational Polarization			
	Visible Minority	Non-Visible Minority[1]	Total	Visible Minority As % of Total[2]	% Dist. Visible Minority	% Dist. Total	Index1	Index2
Upper Level Managers	–	–	25	–	–	0.9	–	–
Middle or Other Managers	24	417	441	5.4	11.5	16.2	71	N
Professionals	30	186	216	13.9	14.4	7.9	182	VV
Semi-Professionals, Technicians	65	955	1,020	6.4	31.3	37.4	83	~
Supervisors	–	–	32	–	–	1.2	–	–
Foremen/women			0					
****Sub-Total**	**123**	**1,611**	**1,734**	**7.1**	**59.1**	**63.7**	**93**	**~**
Clerical Workers	76	897	973	7.8	36.5	35.7	102	~
Sales Workers			0					
Service Workers			0					
Skilled Crafts & Trades Workers			0					
Semi-Skilled Manual Workers			0					
Other Manual Workers			0					
Other	9	8	17	52.9	4.3	0.6	693	VV
****Sub-Total**	**85**	**905**	**990**	**8.6**	**40.9**	**36.3**	**112**	**~**
Total, All Occupations	**208**	**2,516**	**2,724**	**7.6**	**100.0**	**100.0**	**100**	**~**

[1] For the purposes of this report, all employees who either:
a) responded "White" to the "Visible Minority" question, or
b) did not respond to the survey, or responded but did not complete the "Visible Minority" question,
are considered "Non Visible Minority". (For an analysis of response rates for your ministry, refer to the section on "Methodology and Response Rates".)

[2] This is not a statistical estimate of the proportion of the Ministry who are members of a visible minority. It represents a count of the people who self-identified as members of a visible minority as a per cent of total Ministry employees. Therefore it represents an estimate of the lower bound of the true proportion. The extent to which it will understate the true proportion will depend on the response rate and the profile of the non-respondents of the Ministry. (For further discussion, refer to the section on "Methodology and Response Rates".)

INDEX1: (% Dist of Visible Minority / % Dist of Total) x 100. Therefore, indices > 100 represent an overrepresentation of visible minorities in that occupation compared to the ministry as a whole.

INDEX2: A recode of Index1:
0-39=NN=Non Visible Minorities are extremely polarized in this occupation
40-79=N =Non Visible Minorities are moderately polarized in this occupation
80-120= ~ =Neither Visible Minorities nor Non Visible Minorities are polarized in this occupation
121-160=V =Visible Minorities are moderately polarized in this occupation
160+=VV =Visible Minorities are extremely polarized in this occupation.

– Data suppressed for confidentiality. (For documentation on the rules used to determine data suppression, refer to the section on "Methodology and Response Rates".)

x Data suppressed but Ministry Representation is less than the Population Representation.

NOTE: Ministry reports exclude Minister's Office employees.

PRODUCED BY: BC STATS, Labour and Social Statistics Section. April 24, 1998.

Visible Minorities
Representation by Occupation/Region
Human Resources
Compared to the External Workforce
- January 1998 -

In B.C., Visible Minorities represent 17.0% of the Total Population

Occupation Group	Ministry Representation				Population Representation	External Workforce Representation[3]	
	Visible Minority	Non-Visible Minority[1]	Total	Visible Minority As % of Total[2]	Visible Minority as % of B.C. Total Population	Visible Minority As % of Total	Representation Index[4]
Upper Level Managers	–	–	25	–	17.0	8.7	–
Middle or Other Managers	24	417	441	5.4	17.0	9.3	X
Professionals	30	186	216	13.9	17.0	14.4	~
Semi-Professionals, Technicians	65	955	1,020	6.4	17.0	9.3	X
Supervisors	–	–	32	–	17.0	10.2	–
Foremen/women			0		17.0	0.0	
****Sub-Total**	123	1,611	1,734	7.1	17.0	10.0	X
Clerical Workers	76	897	973	7.8	17.0	12.4	X
Sales Workers			0		17.0	0.0	
Service Workers			0		17.0	0.0	
Skilled Crafts & Trades Workers			0		17.0	0.0	
Semi-Skilled Manual Workers			0		17.0	0.0	
Other Manual Workers			0		17.0	0.0	
Other	9	8	17	52.9	17.0	18.8	~
****Sub-Total**	85	905	990	8.6	17.0	12.5	X
Total, All Occupations	208	2,516	2,724	7.6	17.0	11.7	X

Region	Ministry Representation				Population Representation	External Workforce Representation[3]	
	Visible Minority	Non-Visible Minority[1]	Total	Visible Minority As % of Total[2]	Visible Minority as % of B.C. Total Population	Visible Minority As % of Total	Representation Index[4]
Vancouver CMA	165	937	1,102	15.0	17.0	22.0	X
Victoria CMA	–	–	431	–	17.0	7.2	–
Other B.C.	23	1,150	1,173	2.0	17.0	4.0	X
Not Specified	–	–	18	–	17.0		–
Total B.C.	208	2,516	2,724	7.6	17.0	11.7	X

[1] For the purposes of this report, all employees who either:
a) responded "White" to the "Visible Minority" question, or
b) did not respond to the survey, or responded but did not complete the "Visible Minority" question,
are considered "Non Visible Minority". (For an analysis of response rates for your ministry, refer to the section on "Methodology and Response Rates".)

[2] This is not a statistical estimate of the proportion of the Ministry who are members of a visible minority. It represents a count of the people who self-identified as members of a visible minority as a per cent of total Ministry employees. Therefore it represents an estimate of the lower bound of the true proportion. The extent to which it will understate the true proportion will depend on the response rate and the profile of the non-respondents of the Ministry. (For further discussion, refer to the section on "Methodology and Response Rates".)

[3] The representation of visible minorities in the BC Workforce in 1990 according to Statistics Canada's 1991 Census. The "External Workforce" is adjusted in accordance with the geographic and occupational distribution of jobs within the Ministry in order to reflect the "available" workforce to the Ministry. It is further adjusted to reflect the population growth of visible minorities since 1991.

[4] The Representation Index is calculated as: (Ministry % Representation) / (External Workforce % Representation) x 100.
XX = <50% = Ministry representation is less than 50% of external workforce representation
X = 50%-89% = Ministry representation is between 50% and 89% of external workforce representation
x = Data suppressed, but ministry representation is less than 90% of external workforce representation
~ = 90%+ = Ministry representation is 90% or more of external workforce representation.

– Data suppressed for confidentiality. (see the "Methodology and Response Rates" section for rules used to determine data suppression.)

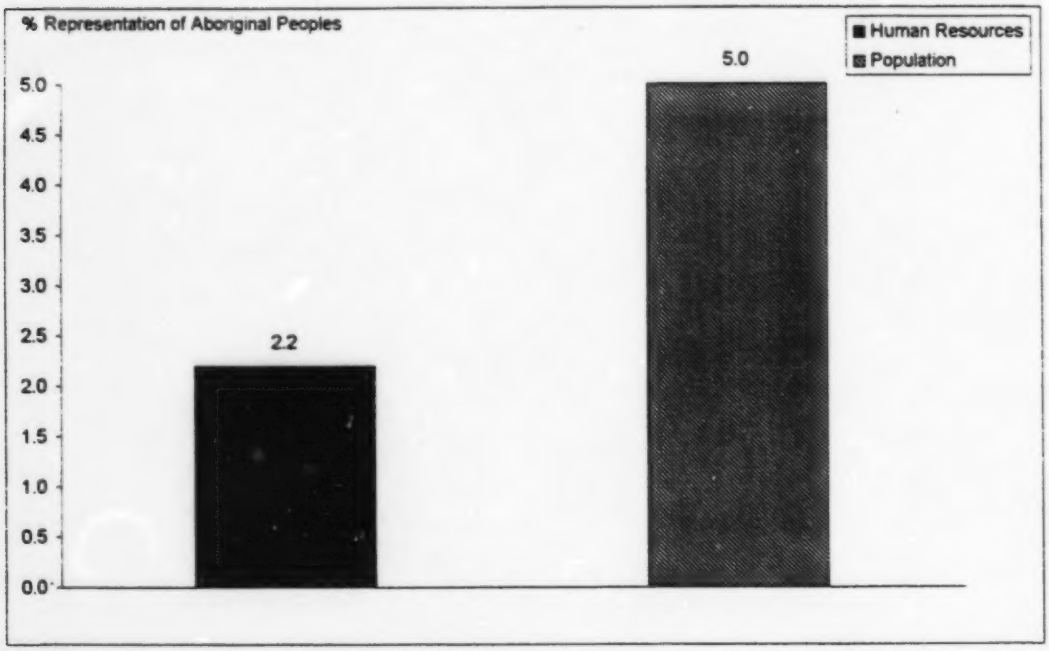
NOTE: Ministry reports excludes Minister's Office employees.

PRODUCED BY: BC STATS, Labour and Social Statistics Section. April 27, 1998.

WORKFORCE PROFILE

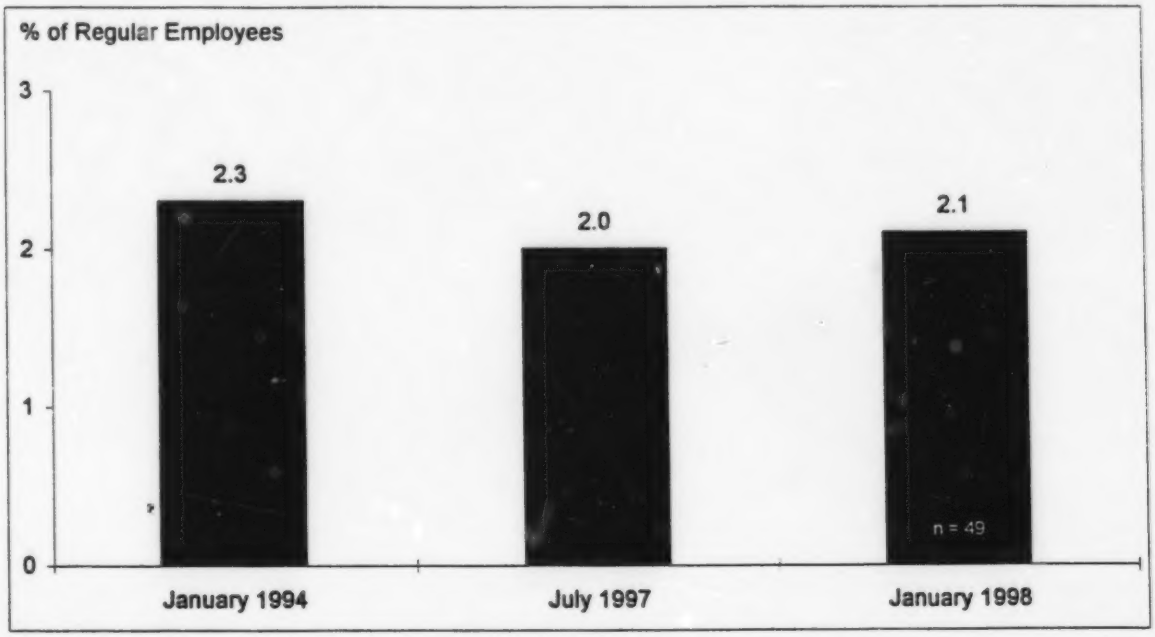
Representation of Aboriginal Peoples

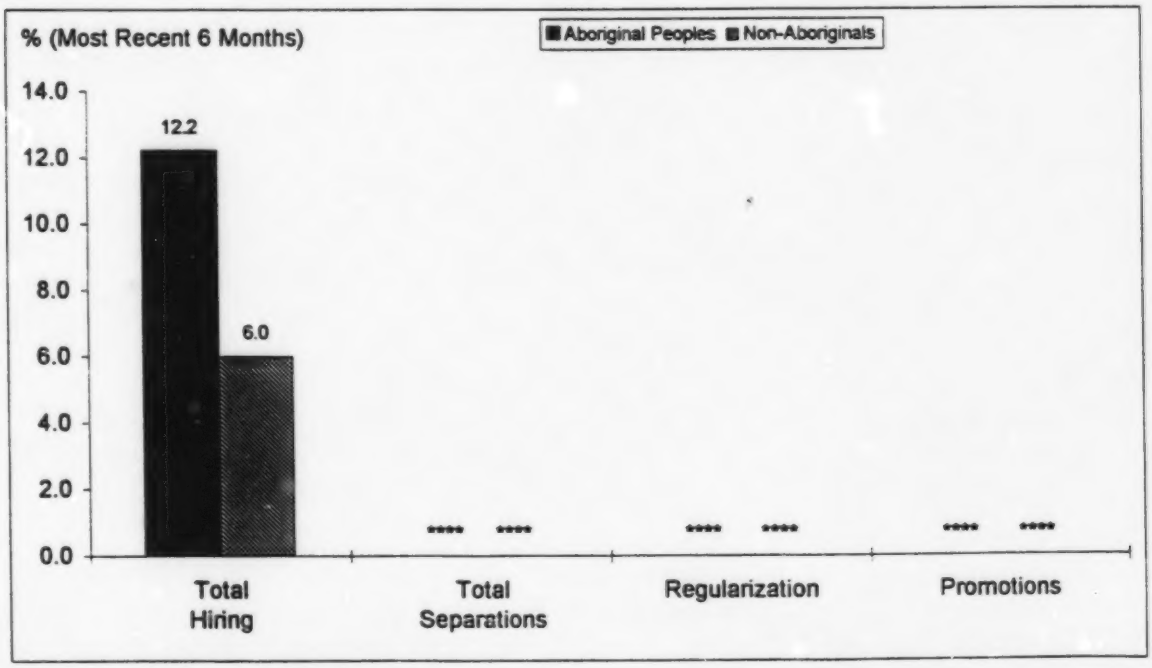
Ministry of Human Resources



As at January 1998

Aboriginal Peoples
Indicators of Progress
Ministry of Human Resources
Between January 1994 and January 1998

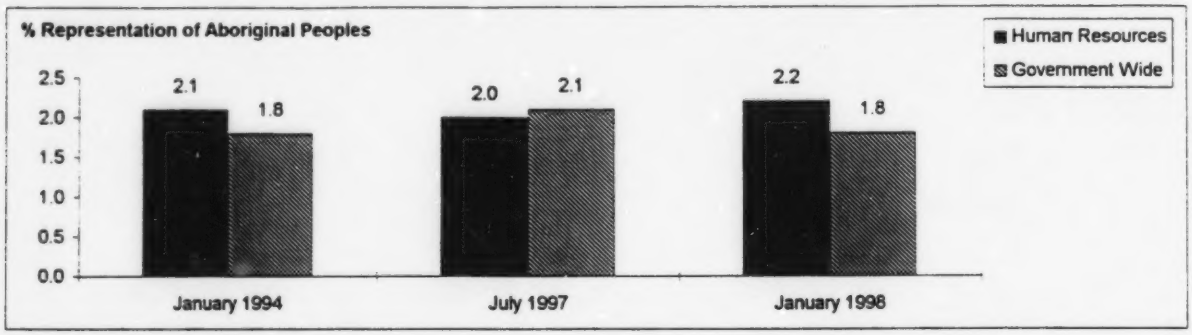




NOTES: 1. Regular employees only.
2. Some historical data have been adjusted in order to reflect organizational changes that have occurred since January 1994. Where adjustments have been made, representation rates may not match historical reports.

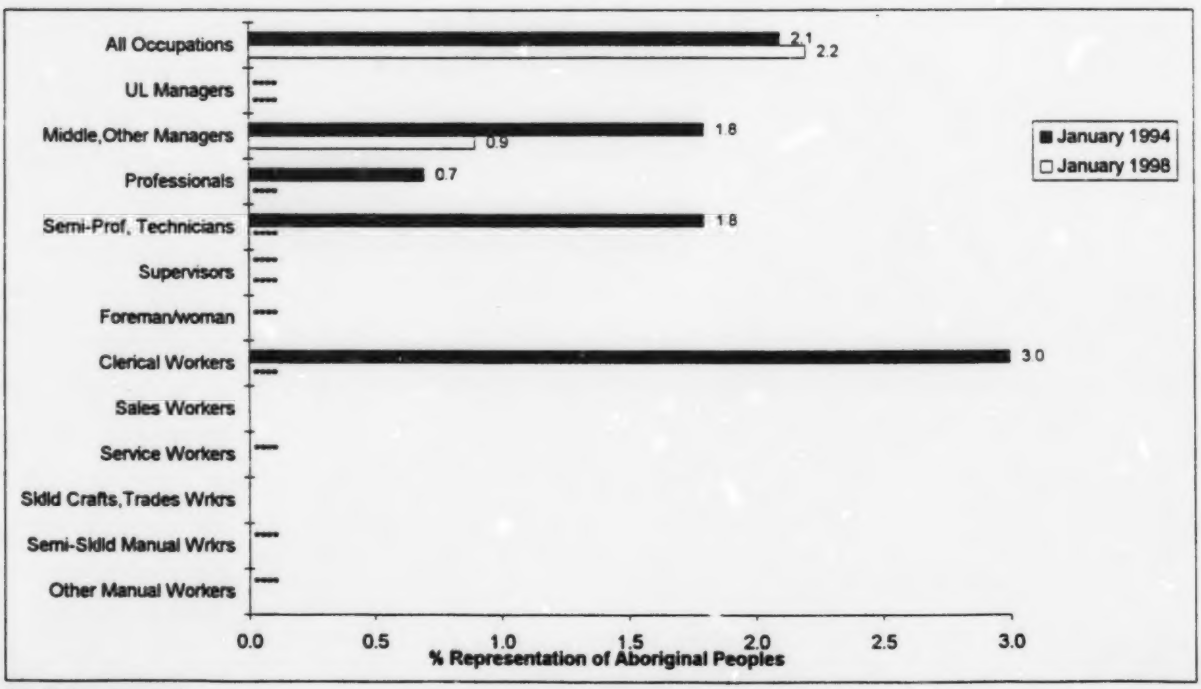
**** Data suppressed

Ministry of Human Resources
Representation of Aboriginal Peoples



% Representation of Aboriginal Peoples

Occupation	January 1994	July 1997	January 1998	Change January 94 to current
Government Wide	1.8	2.1	1.8	0.0
Human Resources, All Occup.	2.1	2.0	2.2	0.1
Upper Level Managers	****	****	****	
Middle or Other Managers	1.8	1.5	0.9	-0.9
Professionals	0.7	****	****	
Semi-Professionals, Technicians	1.8	****	****	
Supervisors	****	****	****	
Foremen/women	****			
Clerical Workers	3.0	****	****	
Service Workers	****			
Semi-Skilled Manual Workers	****			
Other Manual Workers	****			



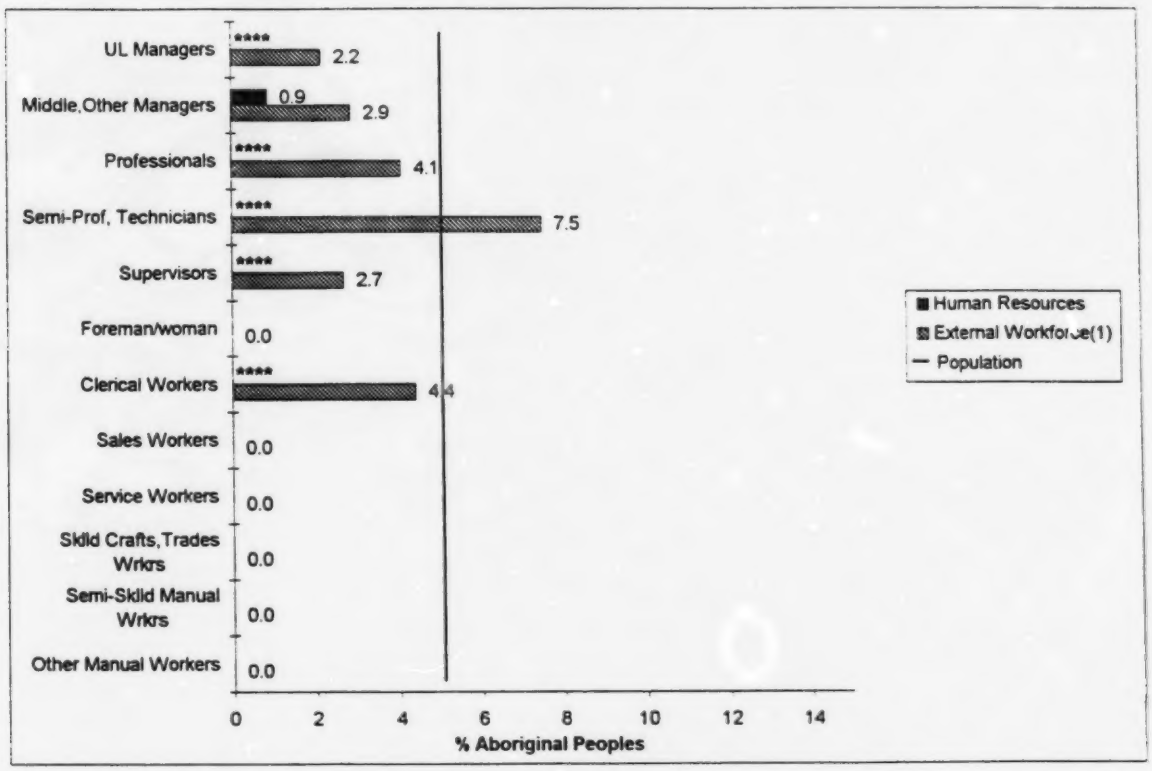
**** Data suppressed

NOTE: Some historical data have been adjusted in order to reflect organizational changes that have occurred since January 1994. Where adjustments have been made, representation rates may not match historical reports.

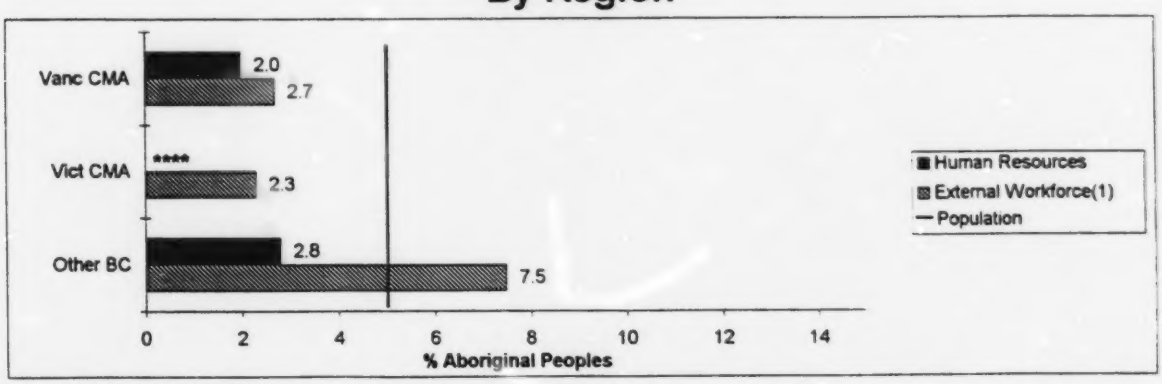
Ministry of Human Resources
Representation of Aboriginal Peoples

As at January 1998

By Occupation

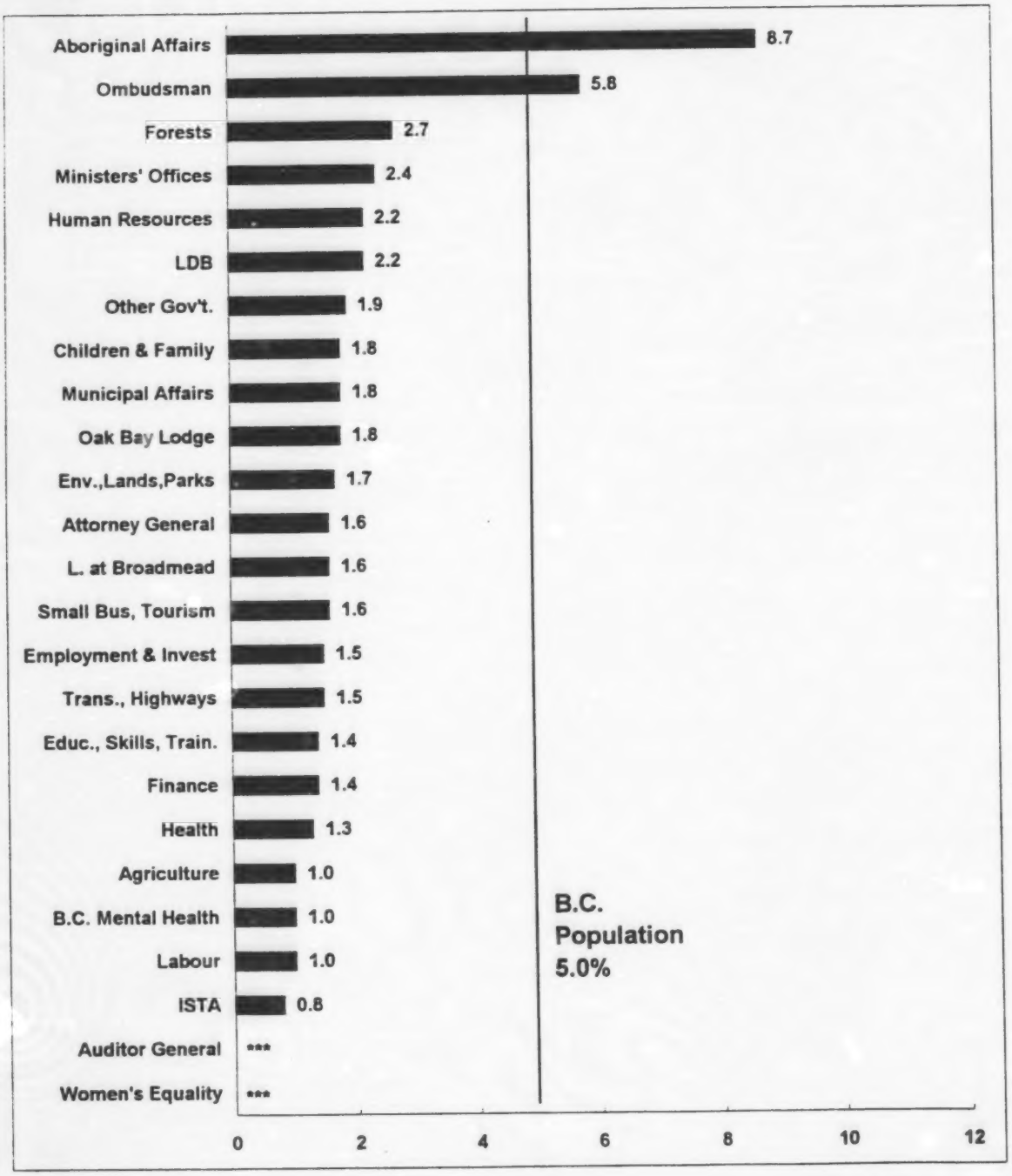


By Region



(1) External Workforce reflects occupational and geographic distribution of the ministry.
**** Data suppressed

ABORIGINAL PEOPLES
% Of Ministry Who Self-Identified
(As per Payroll File, January 1998)



*** Data suppressed

Aboriginal Peoples
Representation and Polarization by Occupation
Ministry of Human Resources
- January 1998 -

In B.C., Aboriginal Peoples represent 5.0% of the Total Population

Occupation Group	Occupational Representation				Occupational Polarization			
	Aboriginal	Non-Aboriginal[1]	Total	Aboriginal As % of Total[2]	% Dist. Aboriginal	% Dist. Total	Index1	Index2
Upper Level Managers	–	–	25	–	–	0.9	–	–
Middle or Other Managers	4	437	441	0.9	6.8	16.2	42	N
Professionals	–	–	216	–	–	7.9	–	–
Semi-Professionals, Technicians	–	–	1,020	–	–	37.4	–	–
Supervisors	–	–	32	–	–	1.2	–	–
Foremen/women			0					
****Sub-Total**	**28**	**1,706**	**1,734**	**1.6**	**47.5**	**63.7**	**75**	**N**
Clerical Workers	–	–	973	–	–	35.7	–	–
Sales Workers			0					
Service Workers			0					
Skilled Crafts & Trades Workers			0					
Semi-Skilled Manual Workers			0					
Other Manual Workers			0					
Other	–	–	17	–	–	0.6	–	–
****Sub-Total**	**31**	**959**	**990**	**3.1**	**52.5**	**36.3**	**145**	**A**
Total, All Occupations	**59**	**2,665**	**2,724**	**2.2**	**100.0**	**100.0**	**100**	**~**

[1] For the purposes of this report, all employees who either:
a) responded "No" to the "Aboriginal" question, or
b) did not respond to the survey, or responded but did not complete the "Aboriginal" question,
are considered "Non-Aboriginal". (For an analysis of response rates for your ministry, refer to the section on "Methodology and Response Rates".)

[2] This is not a statistical estimate of the proportion of the Ministry who are Aboriginal. It represents a count of the people who self-identified as Aboriginal as a per cent of total Ministry employees. Therefore it represents an estimate of the lower bound of the true proportion. The extent to which it will understate the true proportion will depend on the response rate and the profile of the non-respondents of the Ministry. (For further discussion, refer to the section on "Methodology and Response Rates".)

INDEX1: (% Dist of Aboriginal / % Dist of Total) x 100. Therefore, indices > 100 represent an overrepresentation of Aboriginal persons in that occupation compared to the ministry as a whole.

INDEX2: A recode of Index1: 0-39=NN=Non-Aboriginals are extremely polarized in this occupation
40-79=N =Non-Aboriginals are moderately polarized in this occupation
80-120= ~ =Neither Aboriginals nor Non-Aboriginals are polarized in this occupation
121-160=A =Aboriginals are moderately polarized in this occupation
160+=AA =Aboriginals are extremely polarized in this occupation.

– Data suppressed for confidentiality. (For documentation on the rules used to determine data suppression, refer to the section on "Methodology and Response Rates".)

x Data suppressed but Ministry Representation is less than the Population Representation.

NOTE: Ministry reports exclude Minister's Office employees.

PRODUCED BY: BC STATS, Labour and Social Statistics Section. April 24, 1998.

Aboriginal Peoples
Representation by Occupation/Region
Human Resources
Compared to the External Workforce
- January 1998 -

In B.C., Aboriginal Peoples represent 5.0% of the Total Population

Occupation Group	Ministry Representation				Population Representation	External Workforce Representation[3]	
	Aboriginal	Non-Aboriginal[1]	Total	Aboriginal As % of Total[2]	Aboriginal Peoples as % of B.C. Total Population	Aboriginal As % of Total	Representation Index[4]
Upper Level Managers	–	–	25	–	5.0	2.2	–
Middle or Other Managers	4	437	441	0.9	5.0	2.9	XX
Professionals	–	–	216	–	5.0	4.1	–
Semi-Professionals, Technicians	–	–	1,020	–	5.0	7.5	–
Supervisors	–	–	32	–	5.0	2.7	–
Foremen/women			0		5.0	0.0	
****Sub-Total**	28	1,706	1,734	1.6	5.0	5.1	XX
Clerical Workers	–	–	973	–	5.0	4.4	–
Sales Workers			0		5.0	0.0	
Service Workers			0		5.0	0.0	
Skilled Crafts & Trades Workers			0		5.0	0.0	
Semi-Skilled Manual Workers			0		5.0	0.0	
Other Manual Workers			0		5.0	0.0	
Other	–	–	17	–	5.0	2.8	–
****Sub-Total**	31	959	990	3.1	5.0	4.4	X
Total, All Occupations	59	2,665	2,724	2.2	5.0	4.7	XX

Region	Ministry Representation				Population Representation	External Workforce Representation[3]	
	Aboriginal	Non-Aboriginal[1]	Total	Aboriginal As % of Total[2]	Aboriginal Peoples as % of B.C. Total Population	Aboriginal As % of Total	Representation Index[4]
Vancouver CMA	22	1,080	1,102	2.0	5.0	2.7	X
Victoria CMA	–	–	431	–	5.0	2.3	–
Other B.C.	33	1,140	1,173	2.8	5.0	7.5	XX
Not Specified	–	–	18	–	5.0		–
Total B.C.	59	2,665	2,724	2.2	5.0	4.7	XX

[1] For the purposes of this report, all employees who either:
a) responded "No" to the "Aboriginal" question, or
b) did not respond to the survey, or responded but did not complete the "Aboriginal" question,
are considered "Non-Aboriginal". (For an analysis of response rates for your ministry, refer to the section on "Methodology and Response Rates".)

[2] This is not a statistical estimate of the proportion of the Ministry who are Aboriginal. It represents a count of the people who self-identified as Aboriginal as a per cent of total Ministry employees. Therefore it represents an estimate of the lower bound of the true proportion. The extent to which it will understate the true proportion will depend on the response rate and the profile of the non-respondents of the Ministry. (For further discussion, refer to the section on "Methodology and Response Rates".)

[3] The representation of Aboriginal peoples in the BC Workforce in 1990 according to Statistics Canada's 1991 Census. The "External Workforce" is adjusted in accordance with the geographic and occupational distribution of jobs within the Ministry in order to reflect the "available" workforce to the Ministry. It is further adjusted to reflect the population growth of Aboriginal peoples since 1991.

[4] The Representation Index is calculated as: (Ministry % Representation) / (External Workforce % Representation) x 100.
XX = <50% = Ministry representation is less than 50% of external workforce representation
X = 50%-89% = Ministry representation is between 50% and 89% of external workforce representation
x = Data suppressed, but ministry representation is less than 90% of external workforce representation
~ = 90%+ = Ministry representation is 90% or more of external workforce representation.

– Data suppressed for confidentiality. (See the "Methodology and Response Rates" section for rules used to determine data suppression.)

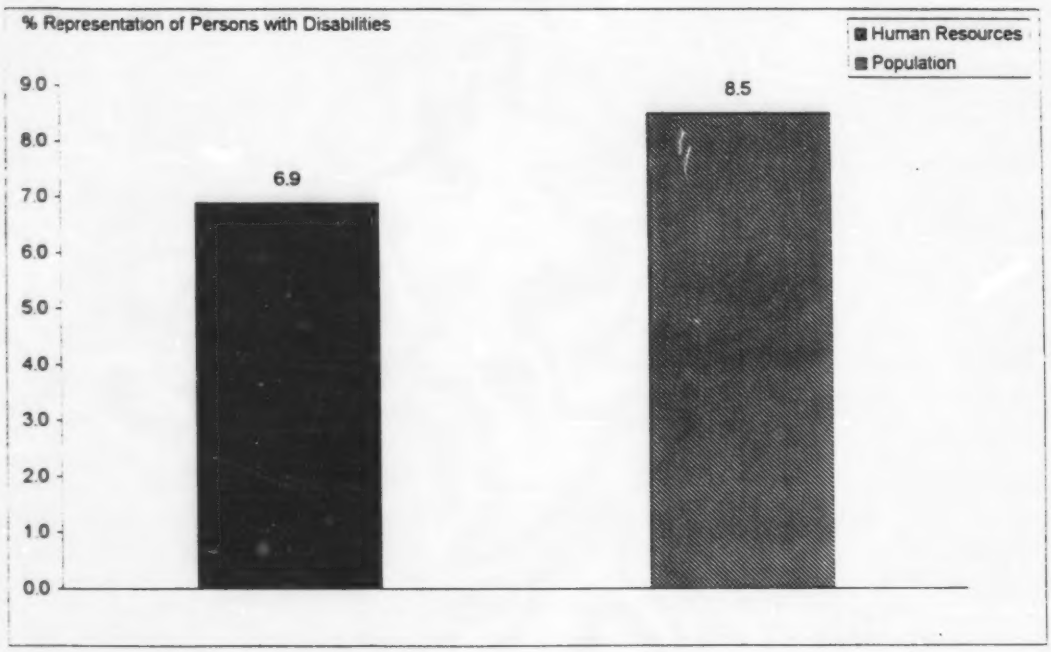
NOTE: Ministry reports excludes Minister's Office employees.

PRODUCED BY: BC STATS, Labour and Social Statistics Section. April 27, 1998.

WORKFORCE PROFILE

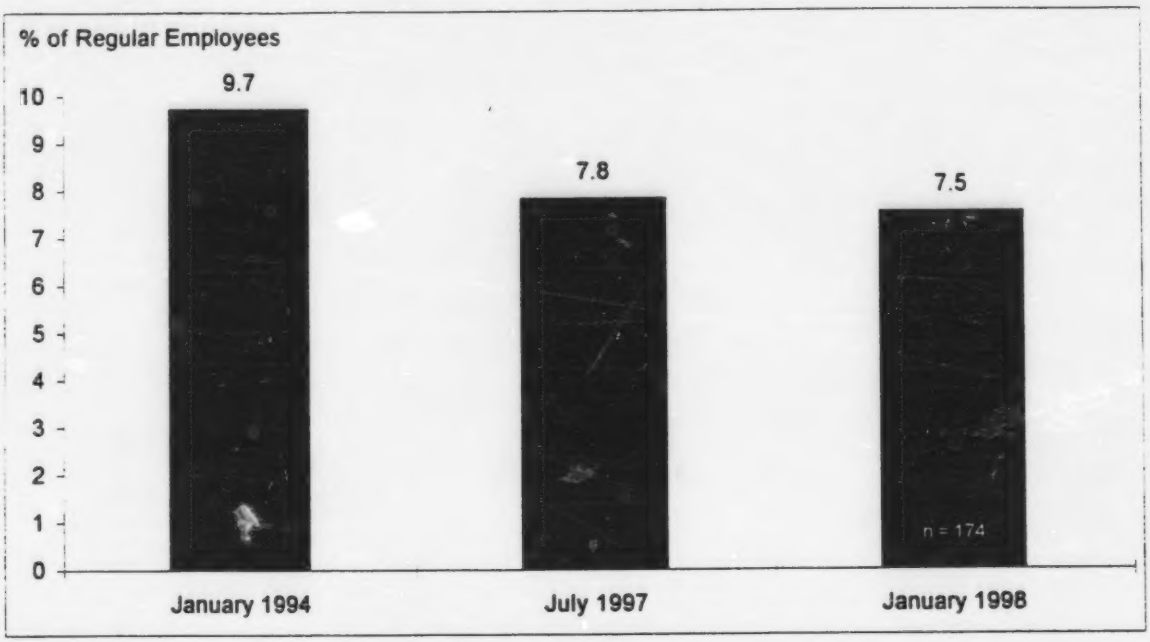
Representation of Persons with Disabilities

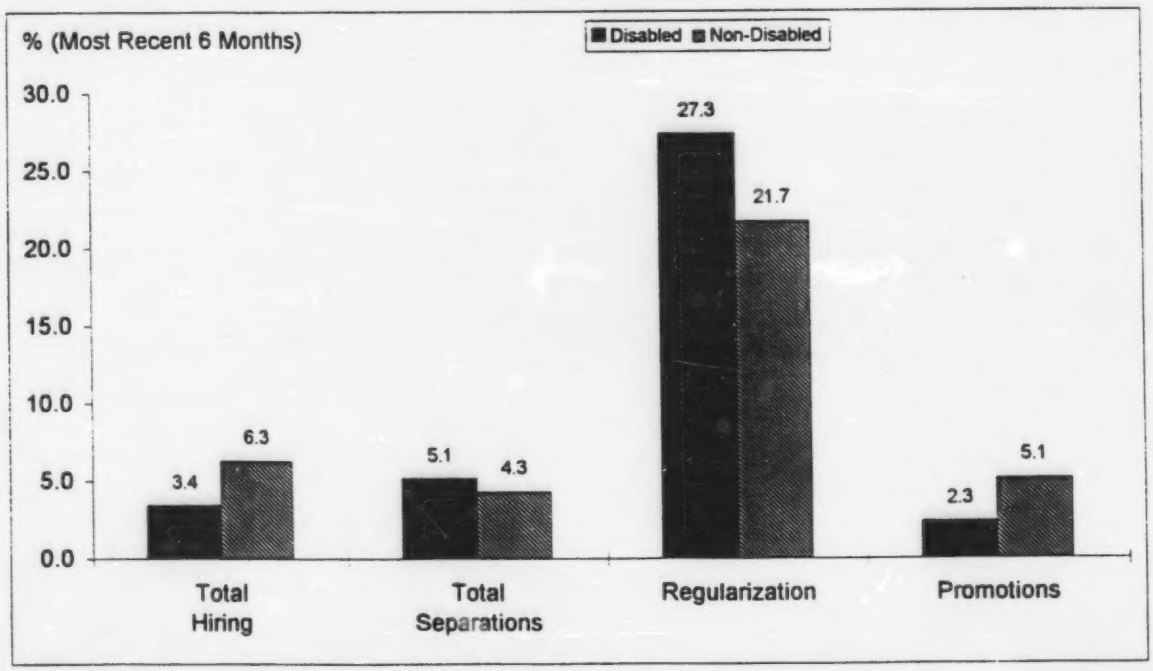
Ministry of Human Resources



As at January 1998

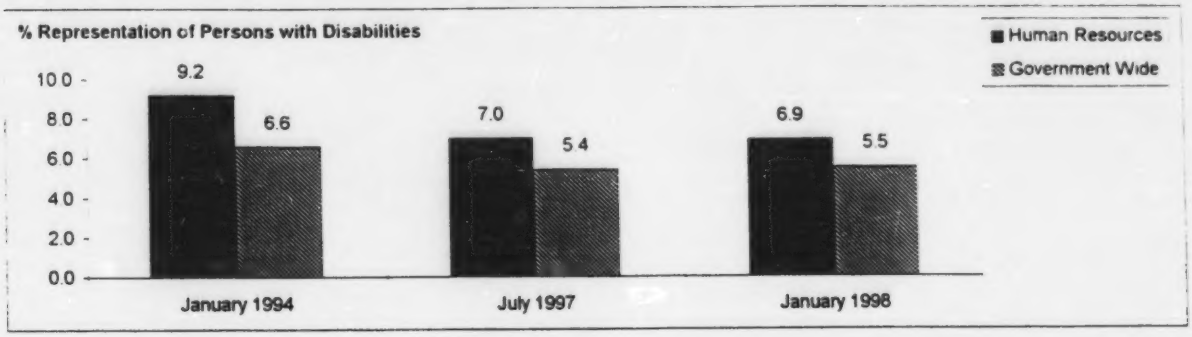
Persons with Disabilities
Indicators of Progress
Ministry of Human Resources
Between January 1994 and January 1998





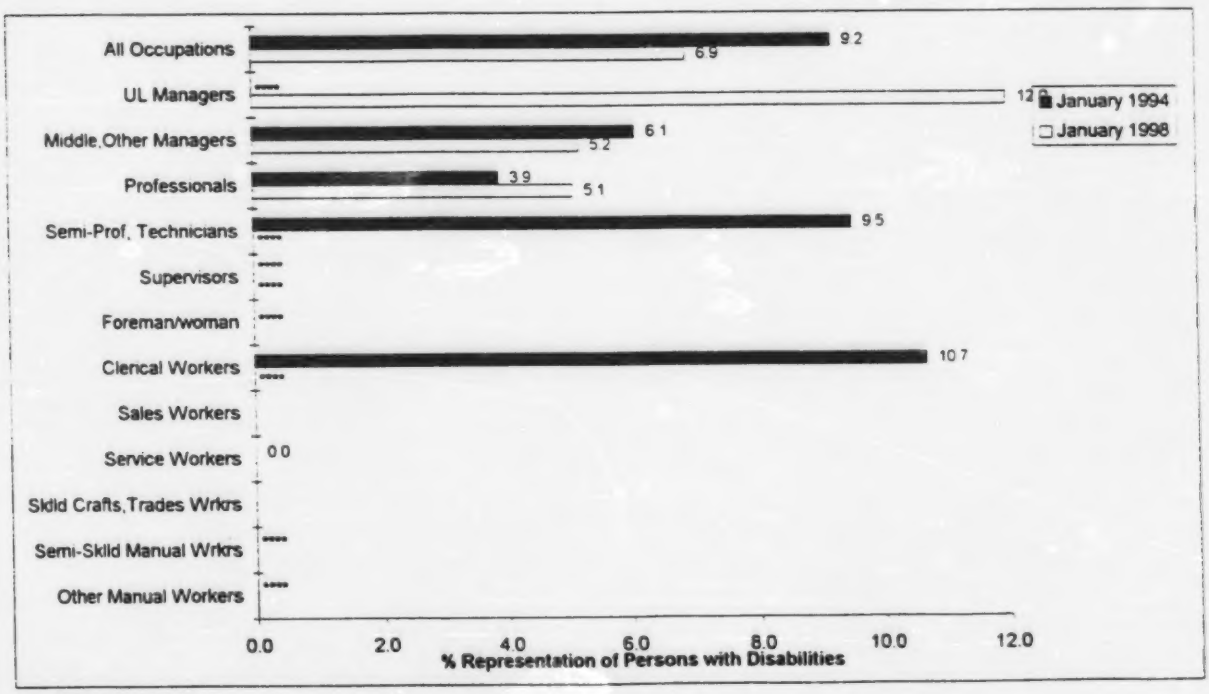
NOTES: 1. Regular employees only.
2. Some historical data have been adjusted in order to reflect organizational changes that have occurred since January 1994. Where adjustments have been made, representation rates may not match historical reports.

Ministry of Human Resources
Representation of Persons with Disabilities



% Representation of Persons with Disabilities

Occupation	January 1994	July 1997	January 1998	Change January 94 to current
Government Wide	6.6	5.4	5.5	-1.1
Human Resources, All Occup.	9.2	7.0	6.9	-2.3
Upper Level Managers	****	12.5	12.0	
Middle or Other Managers	6.1	5.4	5.2	-0.9
Professionals	3.9	5.6	5.1	1.2
Semi-Professionals, Technicians	9.5	7.5	****	
Supervisors	****	8.6	****	
Foremen/women	****			
Clerical Workers	10.7	****	****	
Service Workers	0.0			
Semi-Skilled Manual Workers	****			
Other Manual Workers	****			



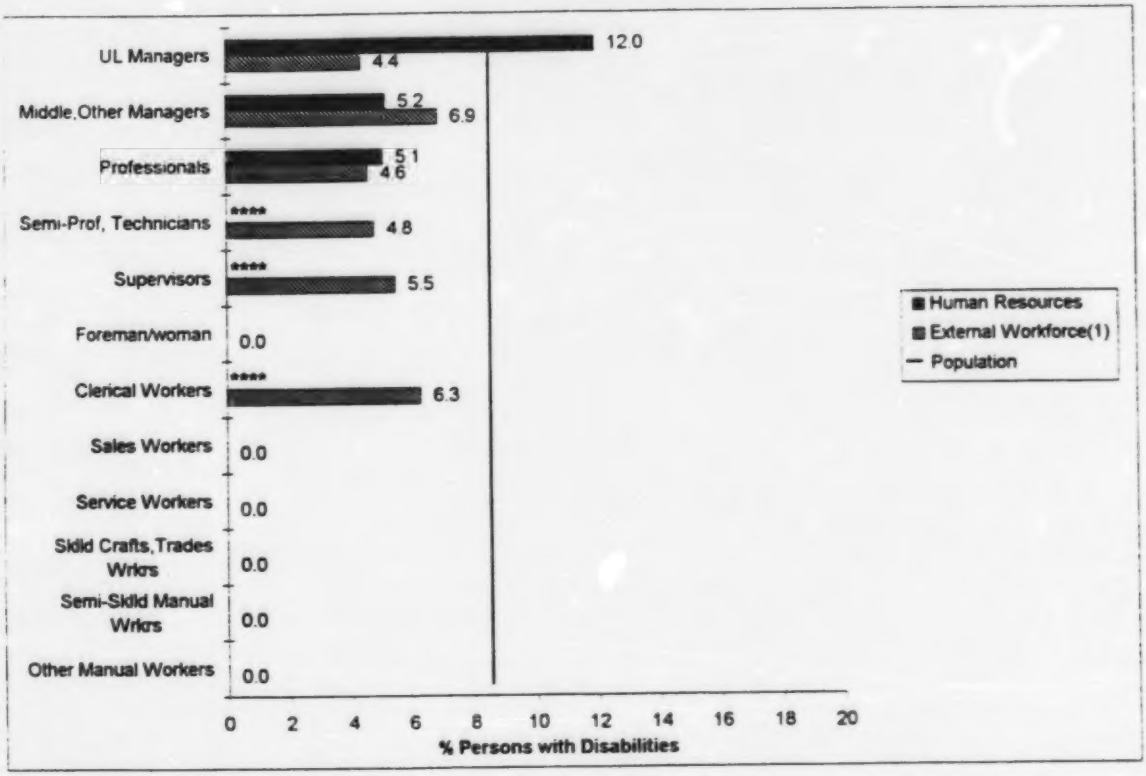
**** Data suppressed

NOTE: Some historical data have been adjusted in order to reflect organizational changes that have occurred since January 1994. Where adjustments have been made, representation rates may not match historical reports.

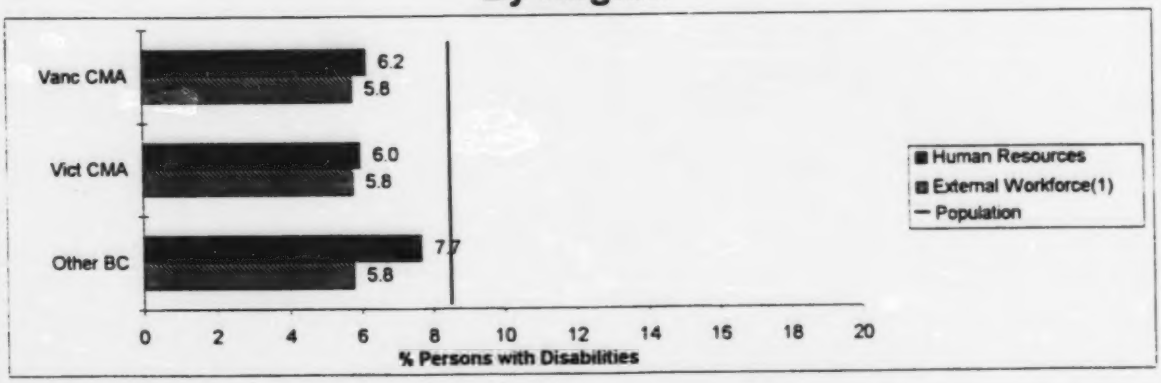
Ministry of Human Resources
Representation of Persons with Disabilities

As at January 1998

By Occupation

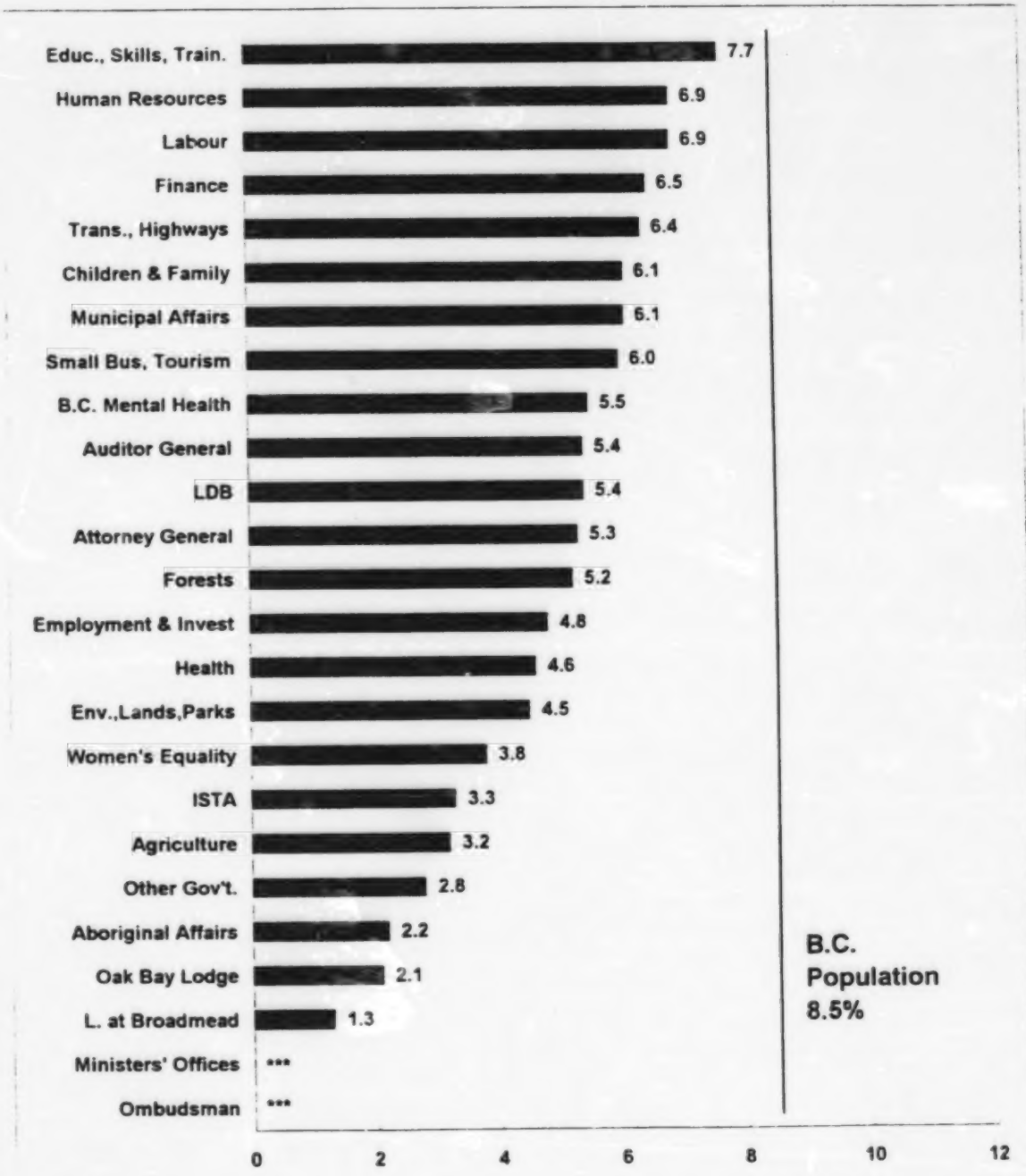


By Region



(1) External Workforce reflects occupational and geographic distribution of the ministry.
**** Data suppressed

PERSONS WITH DISABILITIES
% Of Ministry Who Self-Identified
(As per Payroll File, January 1998)



*** Data suppressed

Persons with Disabilities
Representation and Polarization by Occupation
Ministry of Human Resources
- January 1998 -

In B.C., Persons with Disabilities represent 8.5% Population aged 15 to 64

Occupation Group	Occupational Representation				Occupational Polarization			
	Disabled	Non-Disabled[1]	Total	Disabled As % of Total[2]	% Dist. Disabled	% Dist. Total	Index1	Index2
Upper Level Managers	3	22	25	12.0	1.6	0.9	175	AA
Middle or Other Managers	23	418	441	5.2	12.3	16.2	76	N
Professionals	11	205	216	5.1	5.9	7.9	74	N
Semi-Professionals, Technicians	–	–	1,020	–	–	37.4	–	–
Supervisors	–	–	32	–	–	1.2	–	–
Foremen/women			0					
****Sub-Total**	**117**	**1,617**	**1,734**	**6.7**	**62.6**	**63.7**	**98**	**~**
Clerical Workers	–	–	973	–	–	35.7	–	–
Sales Workers			0					
Service Workers			0					
Skilled Crafts & Trades Workers			0					
Semi-Skilled Manual Workers			0					
Other Manual Workers			0					
Other	–	–	17	–	–	0.6	–	–
****Sub-Total**	**70**	**920**	**990**	**7.1**	**37.4**	**36.3**	**103**	**~**
Total, All Occupations	**187**	**2,537**	**2,724**	**6.9**	**100.0**	**100.0**	**100**	**~**

[1] For the purposes of this report, all employees who either:
a) responded "No" to the "Disabled" question, or
b) did not respond to the survey, or responded but did not complete the "Disabled" question,
are considered "Non-Disabled". (For an analysis of response rates for your ministry, refer to the section on "Methodology and Response Rates".)

[2] This is not a statistical estimate of the proportion of the Ministry who are disabled. It represents a count of the people who self-identified as disabled as a per cent of total Ministry employees. Therefore it represents an estimate of the lower bound of the true proportion. The extent to which it will understate the true proportion will depend on the response rate and the profile of the non-respondents of the Ministry. (For further discussion, refer to the section on "Methodology and Response Rates".)

INDEX1: (% Dist of Disabled / % Dist of Total) x 100. Therefore, indices > 100 represent an overrepresentation of disabled persons in that occupation compared to the ministry as a whole.

INDEX2: A recode of Index1:
0-39=NN=Non-Disabled are extremely polarized in this occupation
40-79=N =Non-Disabled are moderately polarized in this occupation
80-120= ~ =Neither Disabled nor Non-Disabled are polarized in this occupation
121-160=D =Disabled are moderately polarized in this occupation
160+=DD =Disabled are extremely polarized in this occupation.

– Data suppressed for confidentiality. (For documentation on the rules used to determine data suppression, refer to the section on "Methodology and Response Rates".)

x Data suppressed but Ministry Representation is less than the Population Representation.

NOTE: Ministry reports exclude Minister's Office employees.

PRODUCED BY: BC STATS, Labour and Social Statistics Section. April 24, 1998.

Persons with Disabilities
Representation by Occupation/Region
Human Resources
Compared to the External Workforce
- January 1998 -

In B.C., Persons with Disabilities represent 8.5% of the Population aged 15 to 64.

Occupation Group	Ministry Representation				Population Representation	External Workforce Representation[3]	
	Disabled	Non-Disabled[1]	Total	Disabled As % of Total[2]	Persons with Disabilities as % of B.C. Population Aged 15 to 64	Disabled As % of Total	Representation Index[4]
Upper Level Managers	3	22	25	12.0	8.5	4.4	~
Middle or Other Managers	23	418	441	5.2	8.5	6.9	X
Professionals	11	205	216	5.1	8.5	4.6	~
Semi-Professionals, Technicians	–	–	1,020	–	8.5	4.8	–
Supervisors	–	–	32	–	8.5	5.5	–
Foremen/women			0		8.5	0.0	
**Sub-Total	117	1,617	1,734	6.7	8.5	5.4	~
Clerical Workers	–	–	973	–	8.5	6.3	–
Sales Workers			0		8.5	0.0	
Service Workers			0		8.5	0.0	
Skilled Crafts & Trades Workers			0		8.5	0.0	
Semi-Skilled Manual Workers			0		8.5	0.0	
Other Manual Workers			0		8.5	0.0	
Other	–	–	17	–	8.5	14.3	–
**Sub-Total	70	920	990	7.1	8.5	6.4	~
Total, All Occupations	187	2,537	2,724	6.9	8.5	5.8	~

Region	Ministry Representation				Population Representation	External Workforce Representation[3]	
	Disabled	Non-Disabled[1]	Total	Disabled As % of Total[2]	Persons with Disabilities as % of B.C. Population Aged 15 to 64	Disabled As % of Total	Representation Index[4]
Vancouver CMA	68	1,034	1,102	6.2	8.5	5.8	~
Victoria CMA	26	405	431	6.0	8.5	5.8	~
Other B.C.	90	1,083	1,173	7.7	8.5	5.8	~
Not Specified	3	15	18	16.7	8.5	5.8	
Total B.C.	187	2,537	2,724	6.9	8.5	5.8	~

[1] For the purposes of this report, all employees who either:
a) responded "No" to the "Disabled" question, or
b) did not respond to the survey, or responded but did not complete the "Disabled" question,
are considered "Non-Disabled". (For an analysis of response rates for your ministry, refer to the section on "Methodology and Response Rates".)

[2] This is not a statistical estimate of the proportion of the Ministry who are disabled. It represents a count of the people who self-identified as disabled as a per cent of total Ministry employees. Therefore it represents an estimate of the lower bound of the true proportion. The extent to which it will understate the true proportion will depend on the response rate and the profile of the non-respondents of the Ministry. (For further discussion, refer to the section on "Methodology and Response Rates".)

[3] The representation of persons with disabilities in the BC Workforce in 1990 according to Statistics Canada's 1991 Census. The "External Workforce" is adjusted in accordance with the geographic and occupational distribution of jobs within the Ministry in order to reflect the "available" workforce to the Ministry. It further adjusted to reflect the population growth of persons with disabilities since 1991.

[4] The Representation Index is calculated as: (Ministry % Representation) / (External Workforce % Representation) x 100
XX = <50% = Ministry representation is less than 50% of external workforce representation
X = 50%-89% = Ministry representation is between 50% and 89% of external workforce representation
x = Data suppressed, but ministry representation is less than 90% of external workforce representation
~ = 90%+ = Ministry representation is 90% or more of external workforce representation

– Data suppressed for confidentiality. (See the "Methodology and Response Rates" section for rules used to determine data suppression.)

NOTE: Ministry reports excludes Minister's Office employees.

PRODUCED BY: BC STATS, Labour and Social Statistics Section. April 27, 1998.

WORKFORCE PROFILE

Flow Tables & Charts

for

Ministry of Human Resources

For the Six Month Period
July 1997 to January 1998

HUMAN RESOURCES
Hiring Summary Report for the Four Designated Groups
Regular Employees
July 97 to January 98

DESIGNATED GROUP		Employed as at January 98			HIRING											
					Hired from Outside[1]			Moved between Ministries			Changed Status from Aux. to Regular			TOTAL HIRING OF REGULARS[2]		
		DESIG	NON-DESIG[3]	TOTAL	DESIG	NON-DESIG[3]	TOTAL	DESIG	NON-DESIG[3]	TOTAL	DESIG	NON-DESIG[3]	DESIG	DESIG	NON-DESIG[3]	TOTAL
HUMAN RESOURCES																
Gender	- Number	1,886	426	2,312	6	5	11	36	10	46	71	13	84	113	28	141
	- Rate				0.3	1.2	0.5	1.9	2.3	2.0	3.8	3.1	3.6	6.0	6.6	6.1
Visible Minorities	- Number	172	2,140	2,312	--	--	11	--	--	46	7	77	84	12	129	141
	- Rate				--	--	0.5	--	--	2.0	4.1	3.6	3.6	7.0	6.0	6.1
Aboriginal Peoples	- Number	49	2,263	2,312	--	--	11	--	--	46	3	81	84	6	135	141
	- Rate				--	--	0.5	--	--	2.0	6.1	3.6	3.6	12.2	6.0	6.1
Persons with Disabilities	- Number	174	2,138	2,312	--	--	11	--	--	46	3	81	84	6	135	141
	- Rate				--	--	0.5	--	--	2.0	1.7	3.8	3.6	3.4	6.3	6.1
GOVERNMENT WIDE																
Gender	- Number	17,779	15,028	32,807	188	160	348				417	183	600	605	343	948
	- Rate				1.1	1.1	1.1				2.3	1.2	1.8	3.4	2.3	2.9
Visible Minorities	- Number	1,913	30,894	32,807	42	306	348				37	563	600	79	869	948
	- Rate				2.2	1.0	1.1				1.9	1.8	1.8	4.1	2.8	2.9
Aboriginal Peoples	- Number	561	32,246	32,807	3	345	348				9	591	600	12	936	948
	- Rate				0.5	1.1	1.1				1.6	1.8	1.8	2.1	2.9	2.9
Persons with Disabilities	- Number	1,957	30,850	32,807	11	337	348				18	582	600	29	919	948
	- Rate				0.6	1.1	1.1				0.9	1.9	1.8	1.5	3.0	2.9

[1] New to government.

[2] Excludes employees who moved from inactive to active, or who changed occupation groups within the same ministry, over the 6 month period.

[3] Did not self-identify as a memeber of this specific designated group.

-- Data suppressed for confidentiality.

PRODUCED BY: BC STATS, Labour and Social Statistics Section. May 5, 1998.

HUMAN RESOURCES
6-Month Hiring Report for Regular Employees
(July 97 to January 98)

		Employed as at January 98			HIRING											
					Hired from Outside[1]			Moved between Ministries			Changed Status from Aux. to Regular			TOTAL HIRING OF REGULARS[2]		
		WOM	MEN	TOT	WOM	MEN	TOT	WOM	MEN	TOT	WOM	MEN	TOT	WOM	MEN	TOT
Upper-Level Managers	- Number	16	9	25	0	0	0	3	0	3	0	0	0	3	0	3
	- Rate				0.0	0.0	0.0	18.8	0.0	12.0	0.0	0.0	0.0	18.8	0.0	12.0
Middle or Other Managers	- Number	301	135	436	0	2	2	10	7	17	1	2	3	11	11	22
	- Rate				0.0	1.5	0.5	3.3	5.2	3.9	0.3	1.5	0.7	3.7	8.1	5.0
Professionals	- Number	124	85	209	0	1	1	4	2	6	1	2	3	5	5	10
	- Rate				0.0	1.2	0.5	3.2	2.4	2.9	0.8	2.4	1.4	4.0	5.9	4.8
Semi-Professionals,Technicians	- Number	721	149	870	0	2	2	3	1	4	40	6	46	43	9	52
	- Rate				0.0	1.3	0.2	0.4	0.7	0.5	5.5	4.0	5.3	6.0	6.0	6.0
Supervisors	- Number	24	8	32	0	0	0	0	0	0	0	0	0	0	0	0
	- Rate				0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Foremen/women	- Number	0	0	0	-	-	-	-	-	-	-	-	-	-	-	-
	- Rate				-	-	-	-	-	-	-	-	-	-	-	-
Clerical Workers	- Number	700	40	740	6	0	6	16	0	16	29	3	32	51	3	54
	- Rate				0.9	0.0	0.8	2.3	0.0	2.2	4.1	7.5	4.3	7.3	7.5	7.3
Sales Workers	- Number	0	0	0	-	-	-	-	-	-	-	-	-	-	-	-
	- Rate				-	-	-	-	-	-	-	-	-	-	-	-
Service Workers	- Number	0	0	0	-	-	-	-	-	-	-	-	-	-	-	-
	- Rate				-	-	-	-	-	-	-	-	-	-	-	-
Skilled Crafts,Trades Workers	- Number	0	0	0	-	-	-	-	-	-	-	-	-	-	-	-
	- Rate				-	-	-	-	-	-	-	-	-	-	-	-
Semi-Skilled Manual Workers	- Number	0	0	0	-	-	-	-	-	-	-	-	-	-	-	-
	- Rate				-	-	-	-	-	-	-	-	-	-	-	-
Other Manual Workers	- Number	0	0	0	-	-	-	-	-	-	-	-	-	-	-	-
	- Rate				-	-	-	-	-	-	-	-	-	-	-	-
Other	- Number	0	0	0	-	-	-	-	-	-	-	-	-	-	-	-
	- Rate				-	-	-	-	-	-	-	-	-	-	-	-
TOTAL, ALL OCCUPATIONS	- Number	1,886	426	2,312	6	5	11	36	10	46	71	13	84	113	28	141
	- Rate				0.3	1.2	0.5	1.9	2.3	2.0	3.8	3.1	3.6	6.0	6.6	6.1

[1] New to government.
[2] Excludes employees who moved from inactive to active, or who changed occupation groups within the same ministry, over the 6 month period.

PRODUCED BY: BC STATS, Labour and Social Statistics Section. May 5, 1998.

HUMAN RESOURCES
6-Month Hiring Report for Regular Employees
(July 97 to January 98)

		Employed as at January 98			HIRING											
					Hired from Outside[1]			Moved between Ministries			Changed Status from Aux. to Regular			TOTAL HIRING OF REGULARS[2]		
		WOM	MEN	TOT	WOM	MEN	TOT	WOM	MEN	TOT	WOM	MEN	TOT	WOM	MEN	TOT
Upper-Level Managers	- Number	16	9	25	0	0	0	3	0	3	0	0	0	3	0	3
	- Rate				0.0	0.0	0.0	18.8	0.0	12.0	0.0	0.0	0.0	18.8	0.0	12.0
Middle or Other Managers	- Number	301	135	436	0	2	2	10	7	17	1	2	3	11	11	22
	- Rate				0.0	1.5	0.5	3.3	5.2	3.9	0.3	1.5	0.7	3.7	8.1	5.0
Professionals	- Number	124	85	209	0	1	1	4	2	6	1	2	3	5	5	10
	- Rate				0.0	1.2	0.5	3.2	2.4	2.9	0.8	2.4	1.4	4.0	5.9	4.8
Semi-Professionals,Technicians	- Number	721	149	870	0	2	2	3	1	4	40	6	46	43	9	52
	- Rate				0.0	1.3	0.2	0.4	0.7	0.5	5.5	4.0	5.3	6.0	6.0	6.0
Supervisors	- Number	24	8	32	0	0	0	0	0	0	0	0	0	0	0	0
	- Rate				0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Foremen/women	- Number	0	0	0	-	-	-	-	-	-	-	-	-	-	-	-
	- Rate				-	-	-	-	-	-	-	-	-	-	-	-
Clerical Workers	- Number	700	40	740	6	0	6	16	0	16	29	3	32	51	3	54
	- Rate				0.9	0.0	0.8	2.3	0.0	2.2	4.1	7.5	4.3	7.3	7.5	7.3
Sales Workers	- Number	0	0	0	-	-	-	-	-	-	-	-	-	-	-	-
	- Rate				-	-	-	-	-	-	-	-	-	-	-	-
Service Workers	- Number	0	0	0	-	-	-	-	-	-	-	-	-	-	-	-
	- Rate				-	-	-	-	-	-	-	-	-	-	-	-
Skilled Crafts,Trades Workers	- Number	0	0	0	-	-	-	-	-	-	-	-	-	-	-	-
	- Rate				-	-	-	-	-	-	-	-	-	-	-	-
Semi-Skilled Manual Workers	- Number	0	0	0	-	-	-	-	-	-	-	-	-	-	-	-
	- Rate				-	-	-	-	-	-	-	-	-	-	-	-
Other Manual Workers	- Number	0	0	0	-	-	-	-	-	-	-	-	-	-	-	-
	- Rate				-	-	-	-	-	-	-	-	-	-	-	-
Other	- Number	0	0	0	-	-	-	-	-	-	-	-	-	-	-	-
	- Rate				-	-	-	-	-	-	-	-	-	-	-	-
TOTAL, ALL OCCUPATIONS	- Number	1,886	426	2,312	6	5	11	36	10	46	71	13	84	113	28	141
	- Rate				0.3	1.2	0.5	1.9	2.3	2.0	3.8	3.1	3.6	6.0	6.6	6.1

[1] New to government.

[2] Excludes employees who moved from inactive to active, or who changed occupation groups within the same ministry, over the 6 month period.

PRODUCED BY: BC STATS, Labour and Social Statistics Section. May 5, 1998.

HUMAN RESOURCES
Separation Summary Report for the Four Designated Groups
Regular Employees
July 97 to January 98

DESIGNATED GROUP		Employed as at July 97			SEPARATIONS[1]											
					Retired			Left BC Gov't Job for Other Reason			Moved Between Ministries			TOTAL SEPARATIONS OF REGULARS		
		DESIG	NON-DESIG	TOTAL	DESIG	NON-DESIG	TOTAL	DESIG	NON-DESIG	TOTAL	DESIG	NON-DESIG	DESIG	DESIG	NON-DESIG	TOTAL
HUMAN RESOURCES																
Gender	- Number	1,836	436	2,272	3	2	5	22	18	40	40	14	54	65	34	99
	- Rate				0.2	0.5	0.2	1.2	4.1	1.8	2.2	3.2	2.4	3.5	7.8	4.4
Visible Minorities	- Number	174	2,098	2,272	--	--	5	--	--	40	8	46	54	11	88	99
	- Rate				--	--	0.2	--	--	1.8	4.6	2.2	2.4	6.3	4.2	4.4
Aboriginal Peoples	- Number	45	2,227	2,272	--	--	5	--	--	40	--	--	54	--	--	99
	- Rate				--	--	0.2	--	--	1.8	--	--	2.4	--	--	4.4
Persons with Disabilities	- Number	177	2,095	2,272	--	--	5	--	--	40	--	--	54	9	90	99
	- Rate				--	--	0.2	--	--	1.8	--	--	2.4	5.1	4.3	4.4
GOVERNMENT WIDE																
Gender	- Number	17,353	15,031	32,384	37	73	110	346	291	637				383	364	747
	- Rate				0.2	0.5	0.3	2.0	1.9	2.0				2.2	2.4	2.3
Visible Minorities	- Number	1,854	30,530	32,384	5	105	110	28	609	637				33	714	747
	- Rate				0.3	0.3	0.3	1.5	2.0	2.0				1.8	2.3	2.3
Aboriginal Peoples	- Number	565	31,819	32,384	--	--	110	14	623	637				14	733	747
	- Rate				--	--	0.3	2.5	2.0	2.0				2.5	2.3	2.3
Persons with Disabilities	- Number	1,955	30,429	32,384	4	106	110	26	611	637				30	717	747
	- Rate				0.2	0.3	0.3	1.3	2.0	2.0				1.5	2.4	2.3

[1] Excludes employees who became inactive, and those who changed occupation groups within the same ministry, over the 6 month period.
-- Data suppressed for confidentiality.

PRODUCED BY: BC STATS, Labour and Social Statistics Section. May 5, 1998.

Promotion[1] Summary Report for the Four Designated Groups
Regular Employees
Human Resources
July 1997 to January 1998

Designated Group		Employed January 98			Promoted Within Own Ministry			Promoted From Other Ministry			Total Promoted		
		Designated	Non-Designated	Total	Designated	Non-Designated	Total	Designated	Non-Designated	Total	Designated	Non-Designated	Total
Human Resources													
Gender	- Number	1,886	426	2,312	78	17	95	12	5	17	90	22	112
	- Rate				4.1	4.0	4.1	0.6	1.2	0.7	4.8	5.2	4.8
Visible Minorities	- Number	172	2,140	2,312	--	--	95	--	--	17	10	102	112
	- Rate				--	--	4.1	--	--	0.7	5.8	4.8	4.8
Aboriginal Peoples	- Number	49	2,263	2,312	--	--	95	--	--	17	--	--	112
	- Rate				--	--	4.1	--	--	0.7	--	--	4.8
Persons with Disabilities	- Number	174	2,138	2,312	--	--	95	--	--	17	4	108	112
	- Rate				--	--	4.1	--	--	0.7	2.3	5.1	4.8
Government Wide													
Gender	- Number	17,779	15,028	32,807	946	604	1,550	132	78	210	1,078	682	1,760
	- Rate				5.3	4.0	4.7	0.7	0.5	0.6	6.1	4.5	5.4
Visible Minorities	- Number	1,913	30,894	32,807	110	1,440	1,550	17	193	210	127	1,633	1,760
	- Rate				5.8	4.7	4.7	0.9	0.6	0.6	6.6	5.3	5.4
Aboriginal Peoples	- Number	561	32,246	32,807	27	1,523	1,550	5	205	210	32	1,728	1,760
	- Rate				4.8	4.7	4.7	0.9	0.6	0.6	5.7	5.4	5.4
Persons with Disabilities	- Number	1,957	30,850	32,807	63	1,487	1,550	7	203	210	70	1,690	1,760
	- Rate				3.2	4.8	4.7	0.4	0.7	0.6	3.6	5.5	5.4

[1]Includes all those who received classification change plus a raise in salary greater than any negotiated increase. This will include all employees who took an "acting" assignment at a higher pay level and classification, except for union members who are on a short-term assignment.

-- Data suppressed for confidentiality.

PRODUCED BY: BC STATS, Labour and Social Statistics Section. May 5, 1998.

HUMAN RESOURCES
6-Month Separation Report for Regular Employees
(July 97 to January 98)

		Employed as at July 97			SEPARATIONS[1]											
					Retired			Left BC Gov't Job for Other Reason			Moved Between Ministries			TOTAL MINISTRY SEPARATIONS		
		WOM	MEN	TOT	WOM	MEN	TOT	WOM	MEN	TOT	WOM	MEN	TOT	WOM	MEN	TOT
Upper-Level Managers	- Number	13	11	24	0	1	1	0	0	0	0	0	0	0	1	1
	- Rate				0.0	9.1	4.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	9.1	4.2
Middle or Other Managers	- Number	270	130	400	1	0	1	2	1	3	10	5	15	13	6	19
	- Rate				0.4	0.0	0.3	0.7	0.8	0.8	3.7	3.8	3.8	4.8	4.6	4.8
Professionals	- Number	120	85	205	0	0	0	6	13	19	3	3	6	9	16	25
	- Rate				0.0	0.0	0.0	5.0	15.3	9.3	2.5	3.5	2.9	7.5	18.8	12.2
Semi-Professionals,Technicians	- Number	726	159	885	0	1	1	6	3	9	12	2	14	18	6	24
	- Rate				0.0	0.6	0.1	0.8	1.9	1.0	1.7	1.3	1.6	2.5	3.8	2.7
Supervisors	- Number	26	9	35	0	0	0	0	0	0	1	1	2	1	1	2
	- Rate				0.0	0.0	0.0	0.0	0.0	0.0	3.8	11.1	5.7	3.8	11.1	5.7
Foremen/women	- Number	0	0	0	-	-	-	-	-	-	-	-	-	-	-	-
	- Rate				-	-	-	-	-	-	-	-	-	-	-	-
Clerical Workers	- Number	681	42	723	2	0	2	8	1	9	14	3	17	24	4	28
	- Rate				0.3	0.0	0.3	1.2	2.4	1.2	2.1	7.1	2.4	3.5	9.5	3.9
Sales Workers	- Number	0	0	0	-	-	-	-	-	-	-	-	-	-	-	-
	- Rate				-	-	-	-	-	-	-	-	-	-	-	-
Service Workers	- Number	0	0	0	-	-	-	-	-	-	-	-	-	-	-	-
	- Rate				-	-	-	-	-	-	-	-	-	-	-	-
Skilled Crafts,Trades Workers	- Number	0	0	0	-	-	-	-	-	-	-	-	-	-	-	-
	- Rate				-	-	-	-	-	-	-	-	-	-	-	-
Semi-Skilled Manual Workers	- Number	0	0	0	-	-	-	-	-	-	-	-	-	-	-	-
	- Rate				-	-	-	-	-	-	-	-	-	-	-	-
Other Manual Workers	- Number	0	0	0	-	-	-	-	-	-	-	-	-	-	-	-
	- Rate				-	-	-	-	-	-	-	-	-	-	-	-
Other	- Number	0	0	0	-	-	-	-	-	-	-	-	-	-	-	-
	- Rate				-	-	-	-	-	-	-	-	-	-	-	-
TOTAL, ALL OCCUPATIONS	- Number	1,836	436	2,272	3	2	5	22	18	40	40	14	54	65	34	99
	- Rate				0.2	0.5	0.2	1.2	4.1	1.8	2.2	3.2	2.4	3.5	7.8	4.4

[1] Excludes employees who became inactive, and those who changed occupation groups within the Ministry, over the 6 month period.

NOTE: the accuracy of the distinction between "Retired" vs. "Left BC Govt Job for Other Reason" is contingent on the accuracy of the "reason for termination" as indicated by each ministry's Human Resource Branch.

PRODUCED BY: BC STATS, Labour and Social Statistics Section. May 5, 1998.

HUMAN RESOURCES
6-Month Separation Report for Regular Employees
(July 97 to January 98)

		Employed as at July 97			SEPARATIONS[1]											
					Retired			Left BC Gov't Job for Other Reason			Moved Between Ministries			TOTAL MINISTRY SEPARATIONS		
		WOM	MEN	TOT	WOM	MEN	TOT	WOM	MEN	TOT	WOM	MEN	TOT	WOM	MEN	TOT
Upper-Level Managers	- Number	13	11	24	0	1	1	0	0	0	0	0	0	0	1	1
	- Rate				0.0	9.1	4.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	9.1	4.2
Middle or Other Managers	- Number	270	130	400	1	0	1	2	1	3	10	5	15	13	6	19
	- Rate				0.4	0.0	0.3	0.7	0.8	0.8	3.7	3.8	3.8	4.8	4.6	4.8
Professionals	- Number	120	85	205	0	0	0	6	13	19	3	3	6	9	16	25
	- Rate				0.0	0.0	0.0	5.0	15.3	9.3	2.5	3.5	2.9	7.5	18.8	12.2
Semi-Professionals,Technicians	- Number	726	159	885	0	1	1	6	3	9	12	2	14	18	6	24
	- Rate				0.0	0.6	0.1	0.8	1.9	1.0	1.7	1.3	1.6	2.5	3.8	2.7
Supervisors	- Number	26	9	35	0	0	0	0	0	0	1	1	2	1	1	2
	- Rate				0.0	0.0	0.0	0.0	0.0	0.0	3.8	11.1	5.7	3.8	11.1	5.7
Foremen/women	- Number	0	0	0	-	-	-	-	-	-	-	-	-	-	-	-
	- Rate				-	-	-	-	-	-	-	-	-	-	-	-
Clerical Workers	- Number	681	42	723	2	0	2	8	1	9	14	3	17	24	4	28
	- Rate				0.3	0.0	0.3	1.2	2.4	1.2	2.1	7.1	2.4	3.5	9.5	3.9
Sales Workers	- Number	0	0	0	-	-	-	-	-	-	-	-	-	-	-	-
	- Rate				-	-	-	-	-	-	-	-	-	-	-	-
Service Workers	- Number	0	0	0	-	-	-	-	-	-	-	-	-	-	-	-
	- Rate				-	-	-	-	-	-	-	-	-	-	-	-
Skilled Crafts,Trades Workers	- Number	0	0	0	-	-	-	-	-	-	-	-	-	-	-	-
	- Rate				-	-	-	-	-	-	-	-	-	-	-	-
Semi-Skilled Manual Workers	- Number	0	0	0	-	-	-	-	-	-	-	-	-	-	-	-
	- Rate				-	-	-	-	-	-	-	-	-	-	-	-
Other Manual Workers	- Number	0	0	0	-	-	-	-	-	-	-	-	-	-	-	-
	- Rate				-	-	-	-	-	-	-	-	-	-	-	-
Other	- Number	0	0	0	-	-	-	-	-	-	-	-	-	-	-	-
	- Rate				-	-	-	-	-	-	-	-	-	-	-	-
TOTAL, ALL OCCUPATIONS	- Number	1,836	436	2,272	3	2	5	22	18	40	40	14	54	65	34	99
	- Rate				0.2	0.5	0.2	1.2	4.1	1.8	2.2	3.2	2.4	3.5	7.8	4.4

[1] Excludes employees who became inactive, and those who changed occupation groups within the Ministry, over the 6 month period.

NOTE: the accuracy of the distinction between "Retired" vs. "Left BC Govt Job for Other Reason" is contingent on the accuracy of the "reason for termination" as indicated by each ministry's Human Resource Branch.

PRODUCED BY: BC STATS, Labour and Social Statistics Section. May 5, 1998.

Promotion[1] Summary--Regular Employees
Human Resources
July 1997 to January 1998

Occupation Group		Employed Jan 1998			Promoted Within Own Ministry			Promoted From Other Ministry			Total Promoted		
		Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total
Upper-Level Managers	- Number	16	9	25	0	0	0	0	0	0	0	0	0
	- Rate				0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Middle or Other Managers	- Number	301	135	436	25	5	30	4	3	7	29	8	37
	- Rate				8.3	3.7	6.9	1.3	2.2	1.6	9.6	5.9	8.5
Professionals	- Number	124	85	209	14	8	22	3	2	5	17	10	27
	- Rate				11.3	9.4	10.5	2.4	2.4	2.4	13.7	11.8	12.9
Semi-Professionals,Technicians	- Number	721	149	870	16	1	17	0	0	0	16	1	17
	- Rate				2.2	0.7	2.0	0.0	0.0	0.0	2.2	0.7	2.0
Supervisors	- Number	24	8	32	0	0	0	0	0	0	0	0	0
	- Rate				0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Foremen/women	- Number	0	0	0	-	-	-	-	-	-	-	-	-
	- Rate				-	-	-	-	-	-	-	-	-
Clerical Workers	- Number	700	40	740	23	3	26	5	0	5	28	3	31
	- Rate				3.3	7.5	3.5	0.7	0.0	0.7	4.0	7.5	4.2
Sales Workers	- Number	0	0	0	-	-	-	-	-	-	-	-	-
	- Rate				-	-	-	-	-	-	-	-	-
Service Workers	- Number	0	0	0	-	-	-	-	-	-	-	-	-
	- Rate				-	-	-	-	-	-	-	-	-
Skilled Crafts,Trades Workers	- Number	0	0	0	-	-	-	-	-	-	-	-	-
	- Rate				-	-	-	-	-	-	-	-	-
Semi-Skilled Manual Workers	- Number	0	0	0	-	-	-	-	-	-	-	-	-
	- Rate				-	-	-	-	-	-	-	-	-
Other Manual Workers	- Number	0	0	0	-	-	-	-	-	-	-	-	-
	- Rate				-	-	-	-	-	-	-	-	-
Other	- Number	0	0	0	-	-	-	-	-	-	-	-	-
	- Rate				-	-	-	-	-	-	-	-	-
TOTAL, ALL OCCUPATIONS	- Number	1,886	426	2,312	78	17	95	12	5	17	90	22	112
	- Rate				4.1	4.0	4.1	0.6	1.2	0.7	4.8	5.2	4.8

[1] Includes all those who received a classification change plus a raise in salary greater than any negotiated increase. This will include all employees who took an "acting" assignment at a higher pay level and classification, except for union members who are on a short-term assignment.

PRODUCED BY: BC STATS, Labour and Social Statistics Section. May 5, 1998.

Promotion[1] Summary--Regular Employees
Human Resources
July 1997 to January 1998

Occupation Group		Employed Jan 1998			Promoted Within Own Ministry			Promoted From Other Ministry			Total Promoted		
		Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total
Upper-Level Managers	- Number	16	9	25	0	0	0	0	0	0	0	0	0
	- Rate				0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Middle or Other Managers	- Number	301	135	436	25	5	30	4	3	7	29	8	37
	- Rate				8.3	3.7	6.9	1.3	2.2	1.6	9.6	5.9	8.5
Professionals	- Number	124	85	209	14	8	22	3	2	5	17	10	27
	- Rate				11.3	9.4	10.5	2.4	2.4	2.4	13.7	11.8	12.9
Semi-Professionals,Technicians	- Number	721	149	870	16	1	17	0	0	0	16	1	17
	- Rate				2.2	0.7	2.0	0.0	0.0	0.0	2.2	0.7	2.0
Supervisors	- Number	24	8	32	0	0	0	0	0	0	0	0	0
	- Rate				0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Foremen/women	- Number	0	0	0	-	-	-	-	-	-	-	-	-
	- Rate				-	-	-	-	-	-	-	-	-
Clerical Workers	- Number	700	40	740	23	3	26	5	0	5	28	3	31
	- Rate				3.3	7.5	3.5	0.7	0.0	0.7	4.0	7.5	4.2
Sales Workers	- Number	0	0	0	-	-	-	-	-	-	-	-	-
	- Rate				-	-	-	-	-	-	-	-	-
Service Workers	- Number	0	0	0	-	-	-	-	-	-	-	-	-
	- Rate				-	-	-	-	-	-	-	-	-
Skilled Crafts,Trades Workers	- Number	0	0	0	-	-	-	-	-	-	-	-	-
	- Rate				-	-	-	-	-	-	-	-	-
Semi-Skilled Manual Workers	- Number	0	0	0	-	-	-	-	-	-	-	-	-
	- Rate				-	-	-	-	-	-	-	-	-
Other Manual Workers	- Number	0	0	0	-	-	-	-	-	-	-	-	-
	- Rate				-	-	-	-	-	-	-	-	-
Other	- Number	0	0	0	-	-	-	-	-	-	-	-	-
	- Rate				-	-	-	-	-	-	-	-	-
TOTAL, ALL OCCUPATIONS	- Number	1,886	426	2,312	78	17	95	12	5	17	90	22	112
	- Rate				4.1	4.0	4.1	0.6	1.2	0.7	4.8	5.2	4.8

[1] Includes all those who received a classification change plus a raise in salary greater than any negotiated increase. This will include all employees who took an "acting" assignment at a higher pay level and classification, except for union members who are on a short-term assignment.

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